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(Continued on page three of cover)

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Hon. Allan J. MacEachen, Minister — George V. Haythorne, Deputy Minister

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Winter Works Programs Continuing

Minister announces that Winter Works Incentive Program and Winter House-Building Incentive Program will be continued during winter of 1965-66 to avoid seasonal employment drop

The Municipal Winter Works Incentive Program and the Winter House-Building Incentive Program will both be continued during the coming winter, the Minister of Labour announced last month.

The Minister stated that he had sent telegrams to the provincial Premiers informing them of the Government's decision to continue the Municipal Winter Works Incentive Program so that municipalities may plan projects for next winter well in advance.

Under this program the federal Government contributes 50 per cent of the direct payroll costs of municipal public works projects carried out during the winter. In certain designated areas, the federal Government's contribution is 60 per cent of direct payroll costs.

The Minister said that the Municipal Winter Works Incentive Program of last winter had provided more employment than the programs of any previous year.

An estimated eight million man-days of work were provided for 166,674 men hired during the Program. This was an increase in the man-days of 15 per cent over the previous winter.

The estimated direct payroll cost of projects approved under last winter's Program was $114 million, of which the estimated federal contribution is $61 million.

A total of 2,581 municipalities carried out projects under the program. There were 6,445 applications received, with 6,318 being accepted.

Quebec had the greatest number of projects, with 2,475 applications being accepted that produced 4,917,350 man-days of work for 105,002 men.

Ontario came next with 1,125 accepted applications that produced 1,124,562 man-days of work for 17,857 men.

Although Alberta had only 650 applications accepted as against 914 for Saskatchewan, the projects produced 433,936 man-days of work, compared with 378,956 for Saskatchewan.

The number of men hired in Alberta for the work was 10,334, compared with 13,892 in Saskatchewan. The estimated cost of the Alberta projects was $22,040,000 and of the Saskatchewan projects, $15,384,000.

In commenting on the Winter House-Building Incentive Program, the Minister said that 33,500 units had qualified for the federal incentive of $500, which is paid to the first purchaser of a winter-built house. This is an increase of 5,500 dwelling units from the previous winter.

Under last winter's program, 33,913 applications were received for 39,862 units. Of these, 299 were cancelled, 707 rejected on first inspection, and 5,328 rejected on final inspection because they did not meet the conditions of the Program.

A total of 28,455 applications was approved, covering 33,528 units valued at $443,650,551.

Single-dwelling units headed the list of the various types of construction. They numbered 24,570; with duplex units next at 3,131; triplex units, 320; and quadruplex units at 434.

Of the total construction, 19,840 units were built for sale; 7,643 for occupancy; and 972 for rental purposes. Financing of 18,485 units was through the National Housing Act, while 9,970 were financed by other means.

The largest number of applications came from Quebec, with Ontario in second place. There were 11,464 applications from Quebec for 15,098 units, while 10,233 applications were received from Ontario for 11,532 units.

In Quebec, 139 cancellations were received, 261 were rejected at first inspection and 1,329 units on final inspection, and 13,369 units were approved on final inspection.

Unit cancellations in Ontario numbered 73. In addition, 183 were rejected at first inspection and 1,634 rejected on final inspection, and 9,642 were approved on final inspection.

Both of these Programs, the Minister said, had been effective in stabilizing employment in the construction industry over the year by shifting much construction from the summer to the winter months.

It is, he added, all the more important that projects be shifted to the winter wherever this can be done, in view of the strong demand for construction workers in many areas across Canada in the summer.

The next program will be in effect from November 15, 1965 to April 15, 1966.

The conditions of eligibility for the winter house-building incentive were given in the LABOUR GAZETTE for October 1963, page 862.

The number of jobs created by new construction expenditures in the U.S. is noted in the LABOUR GAZETTE for May, p. 397.

From the Labour Gazette, August 1915

50 Years Ago This Month

Unemployment of young people after leaving school object of concern to Ontario Commission on Unemployment. Difficulties experienced by older men seeking employment also dealt with

The unemployment of young people in the period immediately after leaving school was the object of concern in an interim report of the Ontario Commission on Unemployment, published in the LABOUR GAZETTE of August 1915. The Commission also dealt with the difficulties experienced by older men seeking employment.

The most effective method recommended by the Commission for dealing with general unemployment was establishment of a "provincial system of employment offices." It said that "ultimately, perhaps," such a system might develop into "a federal system covering the whole country, exercising an intelligent judgment upon problems of immigration, and wisely assisting to distribute labour as changing industrial conditions demand. Moreover, wisely officered, such an organization might gradually take on new duties and obligations and become an invaluable social, benevolent and educational influence in every community."

The report advised that provincial employment offices be set up first in seven specified urban centres and later in other important industrial centres.

The Commission considered also the question of unemployment insurance. It said that its inquiries had led to the conclusion that "the extent of industrial unemployment (in Ontario) during 1914 equalled the full working time of at least 20,000 persons." This number was not continuously out of work, the report explained, but "it would appear that the average period of unemployment (1914) for not less than 70,000 industrial operatives was about 15 weeks.

"Working men engaged in strictly season[al] employment are not included in these figures. The number of these is not available, but is known to be large. Their period of unemployment in 1914 is indicated by returns from the building trades, secured by the Ontario Bureau of Labour, in which the average number of 'days idle' is estimated at 83. While in these trades a considerable period of idleness is, to some extent, provided for in the rate of wages, this is not generally the case in the manufacturing occupations in the province."

To meet these conditions, the Commission said that some form of unemployment insurance was desirable. It had considered the method of compulsory government insurance that was in effect in Great Britain; but it said that such a system would not be possible in Ontario for some years because "there are no reliable statistics upon which to calculate the risks of unemployment." In England, such statistics had been furnished by labour unions from records going back for 60 years.

The Commission recommended that the Ontario Government establish a system of financial assistance similar to those provided in France and Denmark, to help "those voluntary associations of workingmen which undertake to provide unemployment benefits for their members." The Commission suggested that the Government should give assistance equal to 20 per cent of the sums paid out by such associations in unemployment benefits.

The report also recommended "that the collection of statistics relating to the causes and risks of unemployment be entrusted to the Department of Labour."

The Commission dealt at some length with the question of unemployment among young people. It was satisfied that "much unemployment occurs in the transition from the school to paid employment." Lacking supervision, boys and girls "drift in and out of occupations for which they find themselves unsuited. Nor does this ill effect terminate with adolescence. After several years of work, without educative value, or prospect of permanent employment, numbers are left untrained and unemployed. They drift into the ranks of unskilled labour, and at best have a precarious livelihood."

The Commission recommended that all primary schools supported by public funds be required to provide "facilities for domestic and manual or agricultural instruction," and that the school age be raised to provide parents with three choices: (1) to leave the child in school until his 15th birthday; (2) to place the child in an industrial, agricultural or domestic school from the age of 14 to 15 years; or (3) to remove the child from school at the present school age "for an industrial, agricultural or domestic pursuit, to be combined with part-time industrial, agricultural or domestic instruction until the 16th birthday."

The Commission recommended also that, "in order that parents and children may fully realize the need of additional training, and lest the drifting of children from job to job destroy the result of this extended education... vocational guidance should be made a part of the school system of Ontario...."

91939—1½

LABOUR DAY MESSAGES

HON. ALLAN J. MacEACHEN

Minister of Labour

"Poverty anywhere is a threat to prosperity everywhere"—this is a guiding principle of the International Labour Organization, and one that Canada accepts as a member of the ILO.

If this principle holds true internationally it holds true just as surely in every country. It certainly holds true in Canada.

No matter how well most Canadians are doing, we cannot honestly call this a prosperous country as long as we have poverty within our borders. And we do have poverty. There are people in Canada who have been left behind by progress and will never catch up without help.

This spring the Government announced the new "Work and Opportunity" program, and committed itself to do everything possible to eliminate poverty in this country, and the economic and social waste it causes.

We are treating this as a major policy. The program will be guided directly by the Prime Minister as chairman of a cabinet committee, of which I am vice-chairman.

It includes several distinct measures. Among the most important is an expansion of the Area Development Program. This has been designed to create more and better job opportunities in areas where, for one reason or another, economic activity has lagged, by offering tax concessions and other incentives to industries that locate there.

Up to now, the areas helped in this way have been those that suffered heavy, long-term unemployment. Now we are including areas where income levels are generally low and underemployment is a widespread problem. And, since July 1, we have been offering an even stronger incentive—outright grants of up to five million dollars to industries that set up in these low-growth areas.

It is obvious that if the people in these areas are not qualified for the jobs that are going to be created they are not going to benefit. The jobs will go to trained workers who come in from outside.

Therefore, we intend to make sure that federal-provincial training is available to these local people, and that the training is co-ordinated with industrial expansion.

Workers unable to find suitable jobs in their present locations often wish to take jobs elsewhere for which they are fitted by training or experience. We have introduced a new Manpower Mobility Program in the Department of Labour to help them.

The Program will provide financial help, either as loans or as outright grants, to unemployed workers for whom there is steady, full-time employment in another area, beyond commuting distances from their homes.

This assistance will cover the cost of moving the worker, his dependents and his household effects, plus a resettlement allowance.

There are many other ways in which our new work and opportunity program is taking shape. I can mention only one or two more here. The Agricultural Rehabilitation and Development Agency has undertaken a stepped-up program to help eliminate poverty in rural areas. The new Canada Assistance Plan is designed to provide improved services to those who need specialized individual help—and more money has been made available for urban renewal and slum clearance.

The past year has seen another important move to help raise standards of living for low-income groups. The new Canada Labour (Standards) Code, establishes for the first time a set of minimum standards in employment under federal jurisdiction. These include a minimum wage of $1.25 an hour, a work week of 40 hours with a maximum of eight hours overtime at time and a half, two weeks annual paid vacation and eight paid general holidays a year. Taken together, they comprise one of the most comprehensive sets of standards of their kind anywhere.

We won't banish poverty overnight—this will be a long battle. These measures we have introduced in the past year are, however, practical ones, and we intend to pursue them vigorously.

We are committed to the idea that all Canadians, wherever they live, are entitled to equal opportunities and their rightful share of the good things that most of us already enjoy, in a Canada that is more prosperous today than it has ever been.

CLAUDE JODOIN

President, Canadian Labour Congress

One of the major roles of the labour movement has been to strive for a fair sharing of production. Now that our productive capacity is expanding at such a rapid rate, this task takes on new and greater importance.

Those who look on organized labour as a body which, in the past, simply contributed to alleviating inequalities, fail to grasp the significance of today's events. The future responsibilities of unions are likely to be far greater than those of the past.

Since we last celebrated Labour Day, there have been several significant developments in the Canadian economy. With all Canadians, we welcome the reduction in the rate of unemployment; but, at the same time, there is a need to recognize that the situation is still far from satisfactory. Unusually high rates of unemployment continue among young people, and among those who lack specialized training. There are also too many workers in the so-called "hard core" who have been without work for considerable periods.

The seriousness of the situation we face has been pointed up by the report of the Economic Council of Canada, which emphasizes the need for a million and a half new jobs by 1970. This is required to reduce our unemployment rate to three per cent and to provide work for the record number of young people who are completing their education prior to entering the labour force.

These conditions have to be met at a time when automation and other technological advances are reducing the manpower requirements in many areas. This obviously makes our task of finding sufficient jobs far more difficult and complex than it would otherwise be.

The plain fact is that unless we meet this challenge, we may well be confronted with a situation in which one half of the population has to support the other half. This is not an enticing prospect. Labour Day was conceived as an occasion to honour the nobility of labour. Quite properly, the overwhelming majority of Canadian people consider the opportunity to earn a living one of their democratic rights.

Only through major adjustments in many areas are we going to be able to meet the needs of the future. So far, our thinking in terms of social requirements has lagged far behind mechanical and scientific developments. There is far too great a tendency to ponder on the improvements we have achieved in social welfare, and to regard our present position as a comfortable plateau.

Despite evidence of affluence in Canada, there is still a great deal of poverty. Regardless of the progress we have made in social services, the pattern is a patch-work combination and suffers from very serious shortages.

The Canadian Labour Congress has been urging the adoption of a health charter for Canadians as the major centennial objective for 1967. It is regrettable that, despite a Royal Commission report, based on a most exhaustive and comprehensive study, there has been hesitation and considerable outright opposition to adoption of a health plan which would provide facilities for all Canadians on an equal basis.

The determination of some people to preserve the position of certain vested interests that profit from their participation in the health field is indicative of a failure to meet modern conditions and to think forward. Health services for all Canadians are within our reach. We should delay no further in implementing them.

We are also failing to meet the country's needs with regard to housing. It is quite true that there has been a great deal of construction. Since 1946 more than 2,000,000 new homes have been built in Canada; but barely 20,000 of these come under the category of low-rental public housing designed for older people and others with restricted incomes.

There is a danger that with the adoption of the Canada Pension Plan and the extension of old age security, some may think that we are fulfilling our responsibilities to our senior citizens. This is far from true.

There is a need for a far more generous and dramatic approach to education. Our educational requirements for the future are obviously going to far exceed the present capacity. There must be a readiness on the part of both governments and taxpayers to give high priority to educational needs, and these must be geared to manpower requirements.

The necessity for an extended and coordinated manpower policy for Canada is one of the greatest essentials in meeting our changing economic conditions. Regardless of the optimistic statements of some Government spokesmen, we are still far short of such a program.

These are only some of the items in the long list of social requirements that still confront us in Canada. Beyond this is our obligation to other countries.

World tensions reached serious proportions in recent months. The Canadian Labour Congress has always regarded international affairs as a matter which should concern every citizen. Our failure to narrow the gap between the highly industrialized and the developing nations has undoubtedly been a factor in continuing world conflict. It has been the position of our organization that Canada

should extend its present efforts by appropriating a minimum of 1 per cent of our Gross National Product for an assistance program. The matters which concern us within our own borders will have little or no significance if we fail to maintain world peace.

It seems obvious that, as organized labour again observes its particular day, there are many tasks to which we should rededicate ourselves for the good of our members and their families, and for the benefit of all people throughout the world.

MARCEL PEPIN

President, Confederation of National Trade Unions

It gives me pleasure to greet all the workers in the country on the occasion of Labour Day, the day when the workers, who are the nation's wealth, are honoured.

We do not often give special attention to the workers, public recognition of the all-important role played by the millions, both men and women—including those who bring up our children—who toil every day to produce what man can create from his material resources and his intelligence. In our society, the workers, their wives and their children play an obscure, and often very difficult, role.

Thanks to trade unionism, which has been making considerable progress over the last few years, and more particularly to the workers belonging to the Confederation of National Trade Unions, thousands of workers benefit from better working conditions, after important struggles in which solidarity was the main factor.

But on this day, we think also of the very great majority of salaried employees who have not yet had the chance to join those who are members of the labour movement.

We have a thought also for those who are unemployed or who are constantly facing the risk of the social evil called unemployment.

CNTU members do not wish only to improve their wages and working conditions. They are interested also in their role and place in society. How can we expect the laws, and the social and economic institutions to reflect the needs and yearnings of workers and salaried employees in all fields of activity if these same workers are not part of the decision-making bodies that shape the policies concerning them directly?

The working class represent the majority of the country's citizens. Despite this, we try to assign to them an obscure role; we ask them to work whenever there is work available, to be quiet or not to protest too much when we treat them unjustly or condemn them to unemployment or low wages.

One need only look around him, in his neighbourhood, to find that too many workers, too many men, women and children are doomed to suffer insecurity and need.

Poverty, as well as the outrageous prejudices held about it, must be stamped out in order that strong and consistent measures may be taken against social and economic injustice.

Our country has human and material resources to achieve this end; although it is undoubtedly a difficult one, we cannot remain idle or somehow or other try to soothe our conscience in the face of the scandal of poverty.

Workers and salaried employees can no longer expect that we shall fight for them without their active participation.

This is one of the main objectives of the CNTU members.

I wish all workers a good Labour Day holiday and extend my best wishes of success to the CNTU.

CHARLES SMITH

Chairman, Canadian Railway Labour Executives Association

It seems highly appropriate that this initial message from the Canadian Railway Labour Executives Association should be published in connection with Labour Day, the traditional holiday honouring those workers whose productive efforts reflect the economic progress of the country.

Each succeeding year, organized labour continues to expand its activities in new areas affecting the welfare of membership. In the society we live in today, adequate wages, although still of paramount importance, represents only one factor in providing an acceptable standard of living for all.

The Railway Brotherhoods, in joint association, have consistently advocated the utmost co-operation and consultation between government, management and labour in meeting conditions in a changing world. Automation still remains the major problem affecting all workers. Surely we cannot accept the fact that science, which removes drudgery from work, merely replaces it with the hardship and misery of unemployment.

(Continued on page 743)

Announce Department of Labour-University Research Grants

Fourteen grants with a total value of $27,712.50 have been made under the Department of Labour-University Research Program for 1965-66. Last year, 13 grants with a total value of $22,900 were made.

Since the Program began in 1951, including the latest awards, 109 grants have been made with a total value of $132,257.

These grants are made annually by the Department of Labour, on the recommendation of a joint Labour Department-University Research Advisory Committee, to encourage research by qualified graduate students and professors that will bring about a greater understanding of the characterics and role of labour-management relations, and of manpower development and use in the Canadian economy.

Applications for these grants are accepted up to March 1 each year from postgraduate students, members of university faculties, and others who possess qualifications for research, if they are Canadian citizens or have a degree from a Canadian university. The postgraduate training of applicants must have been in a field of social science.

A report and summary of findings of each research project must be submitted to the Labour Department-University Research Committee, but the studies remain the property of the authors, who in many cases have had them published later.

1965 Grants

The following are the studies for which the 1965 grants were made and the names of those to whom they were awarded:

—"The Behaviour of Industrial Conflicts (strikes) in Canada, Quebec, Ontario and British Columbia; 1937-64"—Bernard Brody.

—"Industrial Relations Implications of Canadian-U.S. Economic Integration: The Automobile Industry as a Case Study"—Norman Coates.

—"Sociologie du Travail des Organisations" —Pierre E. Coulombe.

—"A Theoretical Framework for Analysing the Operation of the Labour Market"—J. H. G. Crispo, Arthur M. Kruger and Noah M. Meltz.

—"An Economic Profile of a Skilled Occupation in a Developed Country"—Andrew C. Gross.

—"Voluntary Pension Plan by the Provincial Government as a Partial Solution to the Closure of Three Coal Mines in the Sydney, Cape Breton Area, 1960-61"—(Rev.) Andrew Hogan.

—"History of the Catholic Labour Movement in Quebec"—A. Fraser Isbester.

—"The Labour-Management Climate in Large Canadian Hospitals"—Theodore I. Jongerius.

—"Canadian Political Science Association on Occupational Classifications"—Noah M. Meltz.

—"The Public Evaluation of Occupations" —John Porter and Peter Pineo.

—"Labour Force Participation and Unemployment"—Pierre-Paul Proulx.

—"Post-War Immigrants in the Changing Metropolis with Special Reference to Toronto's Italian Population"—Samuel Sidlofsky.

—"Journey to Work Study by National Employment Service Areas"—Richard S. Thoman.

—"The Existing Law in the Common Law Provinces of Canada Relating to the Lawfulness of 'Peaceful' Secondary Boycotts and Secondary Picketing"—Edwin W. Wahn.

In co-operation with the International Labour Organization, the Department of Labour also awards annual fellowships for research on labour problems at the International Institute of Labour Studies in Geneva. These are open to senior Canadian scholars who must submit their applications before December 31.

This year two fellowships—of $5,000 each, plus travel expenses for the recipient and his dependants—were awarded to Stuart M. Jamieson and William B. Cunningham.

Prof. Jamieson's subject of research will be "Changing Patterns of Industrial Conflict," and Prof. Cunningham's will be "Municipal Labour Relations," with special reference to France, Switzerland and Italy.

Requests for information about the Program or the grants should be sent to the Secretary, Labour Department-University Research Committee, Economics and Research Branch, Department of Labour, Ottawa.

Labour Code Drafted For Northwest Territories

The first step has been taken to establish a labour code for the Northwest Territories. A draft code based on the Canada Labour (Standards) Code was presented to a session of the Territorial Council at Yellowknife. It would provide for an eight-hour day and a 40-hour week. A 48-hour week would be permitted in special circumstances.

Public hearings are being held on the new draft code, and a bill will be presented to the Territorial Council sometime next year.

The draft code is the result of a survey of area employers that revealed 45 per cent of Northwest Territories workers spend more than 48 hours a week at their work. Only 10 per cent work 40 hours or less.

Canada's Role For International Co-operation Year

The General Assembly of the United Nations, at its 18th session in 1963 decided to declare 1965 "International Co-operation Year," and Canada has played a leading part on the UN committee established to devise plans and programs for the ICY.

A program of activities to be carried on in Canada has been drawn up, with the object of arousing people to a realization of the opportunities that exist for co-operation between the various countries of the world, and encouraging expansion of programs of individual co-operation already in being. In Canada, the Government has encouraged the establishment of a non-governmental organization known as International Co-operation Year (Canada).

Purpose of Year

The purpose of International Co-operation Year is to draw attention to, and emphasize the ways in which international co-operation is now being carried on; and in instituting the ICY, the UN had in mind the words of the late Prime Minister Nehru of India; "The world depends on co-operation, and not on conflict. . . ."

In Canada, a series of conferences is planned to bring ICY to the attention of organizations and the public. A massive public information and education program has been launched, and special ICY medallions have been struck and are being sold.

Hon. Paul Martin, Secretary of State for External Affairs, in a statement on the subject, said in part: "A host of projects in the scientific, cultural, and social fields have been suggested by Canadians in all parts of our nation, and many of these activities, including book donations by Canadian schools to their counterparts in less-developed countries, town-twinning projects, food shipments, adoption of a universal ICY postage stamp, and educational seminars are being implemented.

"I hope the primary impetus in International Co-operation Year will come from non-governmental organizations and individual Canadians whose increased awareness of world affairs must be the basis for international co-operation and the quest for peace. . . ."

ICY is being promoted in Canada by more than 50 national and provincial organizations, and similar programs are being carried out in more than 40 countries throughout the world. Complete information on the Canadian program may be obtained by writing to: International Co-operation Year, 517 Daly Building, Ottawa 2.

In-Service Training In Canadian Industry

Almost 17 per cent of Canadian industrial establishments in four major groups of industries reported some form of organized training for employees in the year ended May 31, 1963.

About 25 per cent of companies employing 50 or more employees reported in-service training, and the percentage rose to close to 100 per cent among the very large establishments.

These figures are some of the findings from a survey conducted jointly by the Department of Labour and Dominion Bureau of Statistics among four large industrial groups: manufacturing, public utilities, mining and transportation-communication.

Employing a total of more than 300,000 employees in the categories of skilled tradesmen, first-line supervisors, technicians and apprentices, some 12,000 companies reported during the survey.

Bonus for Retraining

A novel retraining clause was included in the terms negotiated in a new contract signed by Dow Chemical Company in the United States and District 50 of the United Mine Workers.

The terms include a bonus pay of 3 cents an hour for workers who complete a first retraining course, 2 cents to 10 cents an hour more for those who are "graduated" from another.

The idea is to encourage employee retraining for changing job requirements.

CCA Will Survey Labour Relations

A comprehensive inquiry into the conduct of construction labour relations in Canada will be sponsored by the Canadian Construction Association as a Centennial project.

In announcing the project, CCA President Neville R. Williams, Winnipeg, said that labour authority H. Carl Goldenberg, Q.C., Montreal, (L.G. 1962, p. 775) has tentatively agreed to act as chairman of a steering committee of top-level construction executives to guide the studies.

Hon. Allan J. MacEachen, Minister of Labour, has commended the Association on its action in starting this project. He said that it should fit in with the Government's own efforts, through its Manpower Consultative Service, to encourage industry and labour to examine critically their positions.

Health Minister Predicts Rosy Retirement

"Perhaps in time you'll be able to work for individual companies and receive 100 per cent of your salary when you retire," Hon. Judy LaMarsh, Minister of Health and Welfare, said in addressing the British Columbia Federation of Labour in June.

Miss LaMarsh was speaking on the Canada Pension Plan, which she described as "not perfect," but "the most generous ... in the Western World today." She said that the plan offered "more than plans in the United States, the United Kingdom, France, Germany or Scandanavia."

The speaker described in some detail the benefits that would be paid under the plan, and then touched on the relation between it and the various private pension plans now in existence. The Canada Pension Plan, she said, would not force any changes in private pension arrangements; but she implied that such changes were likely to occur when the public plan went into effect.

She said that there were three possible ways in which the Canada Pension Plan and private plans could be fitted together. One was to "stack the Canada Pension Plan on top of your present pension plan." Another way would be to "combine your own pension plan and the Canada Pension Plan by making adjustments". A third way would be to abandon the present plan in favour of the Canada Pension Plan. The latter solution, however, would be subject to provincial laws regulating pension plans.

The Minister pointed out, however, that only 30 per cent of those in the labour force were eligible for pensions under private plans. "The workers making up the remaining 70 per cent of the labour force do not have pensions, and therefore obviously do not have integration problems."

Many Auto Workers Expected To Choose Early Retirement

As a result of special pension arrangements negotiated last fall between the "Big Three" auto manufacturers and the United Automobile Workers, between a third and a half of the 30,000 employees of Ford, Chrysler and General Motors in the United States who are eligible, are expected to choose early retirement after September 1, asserts an article in *Business Week* of May 22.

As a result of the predicted "smashing success" of the plan, some company officials are concerned about a possible shortage of skilled workers. Union officials, however, discount this possibility, saying that skilled workers have more to lose by early retirement than production workers.

The plan was originally designed to encourage workers with long service to retire early, thus opening up jobs to younger workers. The supplemental pay provision of the plan, which may bring monthly benefits up to as much as $400, does not come into effect until September.

Although not all the workers who retire will be replaced, and because some jobs will be abolished as they become vacant, the great majority of assembly line workers will need to be replaced. Thus it is expected that thousands of new jobs will open for the unemployed and for the increasing number of high school graduates who are not going on to university or technical school.

New Name Adopted By Office Employees Union

According to *Business Week*, delegates to the 20th anniversary convention of the Office Employees International Union voted to change their name to the Office & Professional Employees International Union.

The 60,000-member union hopes that this action will help to attract technical and professional employees, whose interest in collective bargaining has been shown by the activities of some professional associations. The new name also reflects changes in the nature of work done by present members as a result of increased automation.

Another move by the convention was the setting as a goal of a four-day, 32-hour week with a three-shift arrangement that would keep an office operating on Monday to Saturday inclusive.

New Career Publication Issued By Department of Labour

Looking Ahead to the World of Work, a 50-page illustrated booklet written for young people in the upper elementary and junior high school grades, was published last month by the Department of Labour.

Young readers are told it is not necessary to make a career decision right away—"planning a career is not done overnight"—but are encouraged to take full advantage of the guidance and training facilities that are now developing at an increasing rate.

Looking Ahead to the World of Work is another of the career publications prepared by the Economics and Research Branch of the Department of Labour, and is available at a cost, prepaid, of 25 cents a copy from the Queen's Printer, Ottawa, Canada, or from Canadian Government bookshops in Ottawa, Toronto, Montreal, Winnipeg and Vancouver.

Seven-Year Agreement Signed On Seaway "Twinning" Project

A seven-year master collective agreement that is expected to ensure construction of the Welland Canal "twinning" project and highway works related to it, without interruption by labour disputes, was signed in mid-June by a council of 12 building trades unions and an association of contractors. The project will employ 5,000 workers when maximum activity is reached in 1967.

The agreement was reached after months of negotiations between the unions concerned, the contractors, and representatives of the St. Lawrence Seaway Authority. Under its terms, which are similar in this respect to those of the agreement under which the Seaway was built (L.G. 1956, p. 1498), the unions have promised that there will be no strikes, even if there are disputes, and no interference with the supply of men and materials.

The parties agreed that because of the rigorous nature of the timetable under which the work must be done during the short season when navigation is closed, it was necessary to establish smooth-working labour relations for the length of the project, in order to prevent interruptions that might delay reopening of navigation each spring.

The agreement will also cover contracts that are to be awarded by the Ontario Department of Highways for construction of crossings over the canal.

It is part of the agreement that all work on the canal shall be performed by contractors who have signed agreements with unions. Contractors who are successful in tendering for the canal project or highway works related to it will have to become members of the Welland Canal Twinning Project Contractors Association and to abide by the terms of the master agreement.

Wages and working conditions will, as far as possible, be based on the terms that prevail in the area for each union, and will be revised to conform to local changes.

Manitoba Government Employees Negotiate First Agreement

The Manitoba Government and the Manitoba Government Employees Association last month signed a collective agreement that formally recognizes the Association as sole bargaining agent for provincial civil servants, and confirms their right to enter into a collective agreement.

The agreement covers about 6,000 provincial employees, and excludes those in managerial and security positions, and employees of the Manitoba Telephone System and the Manitoba Hydro who have their own unions.

The agreement stipulates that the MGEA will continue as bargaining agent as long as its membership includes a majority of all Government employees other than those with their own unions.

Employer and employees now have the machinery for interim discussions between formal collective agreements respecting compensation, adjustment of pay ranges and working conditions.

The agreement provides for negotiation, bargaining and, in the event of disagreement, mediation and appeal. It springs from recent changes in the Civil Service Act, amended after a year and a half of discussions by a joint council representing the province and civil servants.

Saskatchewan has had collective bargaining for many years, but it was introduced by government legislation. Alberta is currently completing similar legislation, and Ontario has only partial agreements with various branches of the civil service.

Federal Government employees are currently awaiting the drafting of legislation which will give them the right to bargain collectively over wages and working conditions.

Board Chairman Receives Tribute From IAM

John I. Snyder, Jr., Board Chairman of United States Industries, Inc., who died suddenly this spring at the age of 56, was paid a sterling tribute by the International Association of Machinists.

Mr. Snyder was termed a "friend and an ally" by an editorial in the IAM "Machinist" which referred to him as "one of the new breed of industrial magnates" ... who "never used his agreement with labour's cause as an excuse for substandard wages or conditions" ... who "had courage to say what he felt was right despite the heaviest pressures from some of his biggest customers."

Mr. Snyder was the only corporation president to address an IAM convention and, as far as is known, the only one to speak to an AFL-CIO conference (L.G., Jan. 1964, p. 26).

At the IAM convention last September he said: "In my opinion, the continued elimination of jobs by machines and the greatly increased amounts of leisure time for those who continue to work, will probably be the two primary problems that our society faces between now and the turn of the century.

"If we are to grapple effectively with these and other crucial problems that automation and technological changes are spawning, there will have to be a far greater degree of wholehearted co-operation between labour, management, and government than mankind has ever known before."

Profit-Sharing Champion Dead at 76

Harold V. Lush, a former Toronto industrialist who went to work as a delivery boy at the age of 14, and who was President of the Canadian Manufacturers' Association in 1957-58 (L.G., 1957, p. 812), died last month at the age of 76.

Mr. Lush championed profit-sharing and advocated compulsory arbitration of labour disputes. He contended that strikes were an outmoded way of settling differences between employers and employees.

While chairman of the board of Supreme Aluminum Industries Ltd, and Supreme Anodizing Ltd., he said that the profit-sharing plan in his own company would enable workers to accumulate an equity of as much as $50,000 in 25 years.

Discrimination Forbidden By U.S. Civil Rights Act

The fair employment practices provisions of the United States Civil Rights Act of 1964 (L.G., Nov. 1964, p. 944) went into effect on July 2. They are, however, being applied by stages. Other sections of the Act went into effect on July 2, 1964.

The provisions forbid discrimination by employers, trade unions and employment agencies on the basis of race, colour, religion, sex or national origin. Employers are forbidden to discriminate on these grounds in the hiring, firing or promotion of employees; and trade unions are forbidden to discriminate in admission to membership or in the segregation of membership.

For the first year, the provisions will apply to employers of 100 or more employees and to trade unions with 100 or more members. In July 1966, coverage will be extended to employers and unions with 75 or more employees or members respectively. In the following year, the provisions will apply where there are 50 or more employees or members; and finally, in 1968, where there are 25 or more employees or members.

Agricultural Labour Program To Serve All Interests

An "encouraging lesson" has given rise to a three-point plan to develop a National Agricultural Labor Program in the United States that is intended to serve the interests of the growers, the workers, and the public. The three points of this program announced by Secretary of Labor W. Willard Wirtz include: (1) the recognition that agricultural employment is "essentially like other kinds of employment," and that agricultural workers, like other workers, should be paid fair wages and be protected by state and federal laws regarding minimum wages, health and sanitation, unemployment insurance, workmen's compensation, and collective bargaining; (2) the development of mainly year-round employment opportunity for agricultural workers —to bring "decency" into their lives and stability into the farm labor supply situation; and (3) more effective stimulation of public opinion regarding the farm labour situation.

The encouraging lesson of which the Secretary spoke was that learned in the past year in making the transition from the use of foreign agricultural labour to domestic labour. At this time last year, there were 65,218 foreign farm workers in the U.S.; this year there are only 2,587 as a result of federal legislative action which ended the wholesale importation of seasonal foreign farm labourers, or "braceros."

Last year, foreign farm workers were employed in thirteen states; now they are being employed in only three. Mr. Wirtz said that, while there had been some "temporary crises in the labour supply situation" as the result of the government's letting Public Laws 78 and 414 lapse, there had been "no serious shortages." He added that the situation has proved that the laws of "supply and demand, supplemented by special recruitment efforts, do work in agricultural industry just as in any other."

U.S. *Monthly Labor Review* Marks 50th Anniversary

The *Monthly Labor Review* of the United States Department of Labor, the Government's oldest magazine, in July published an anniversary issue marking its 50th year of publication.

The number includes, in addition to the regular issue, a 64-page special section containing articles by 13 prominent experts in the labour field, a selection of reprints from past issues covering the period from the Taft Administration to the present, a history of the journal, and samples of how the Review's methods of dealing with a variety of topics have changed during the years.

Two Divisions Merge Into Management Development Division

The Management Training Division of the Department's Technical and Vocational Training Branch has merged with the Small Business Management Training Division to form the Management Development Division.

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U.S. Votes Fund for Public Works And Regional Development

Three billion dollars has been allocated by the U.S. Government for local public works and regional economic development.

Legislation making the assistance a reality combines features of the older U.S. area redevelopment program (L.G. 1961, p. 658) and an accelerated public works program. The combination makes possible Appalachia-type regional planning for depressed areas throughout the country.

Among the program's main features are five that:

—provide for federal subsidies to new public works;

—allow the federal government to contribute greater financial aid to existing programs such as airport and hospital construction;

—provide loans for public works and for the establishment of facilities for industrial and commercial use;

—allow loan guarantees of up to 90 per cent of the working capital businesses borrow from private lenders to build facilities in depressed areas;

—provide a new government subsidy that would pay part of the cost of financing that a businessman needs to build or expand facilities in a depressed area.

About 1,000 counties in the U.S.—roughly one-third of the total—will be eligible for public-works benefits. Included among the provisions are:

—grants for public works totalling $400 million a year;

—loans up to $170 million a year;

—$5 million a year in interest subsidies, which will be enough to pay for another $250 million of new plant or equipment;

—$25 million for research and planning grants;

—$50 million in loans for development centres;

—$15 million for technical assistance to depressed areas and to defray the cost of professional staff needed to promote regional development organizations.

Domestic Exports Rise 8 Per Cent

Canada's commodity exports in April were valued at $387,806,000, a rise of 8 per cent from last year's April total of $359,082,000. This brought the value in the January-April period to $1,424,634,000, greater by 10 per cent than the corresponding 1964 total of $1,285,385,000.

"Czar" Suggested As Solution To Labour Turbulence

Appointment of an all-powerful "czar" has been suggested as the solution to labour turbulence in the United States Maritime Industry, and it is said that it would probably be acceptable to both the shipowner groups and the unions. The idea of creating the position of an industry-wide super-umpire arose in the midst of the walkout and bargaining deadlock between sea-going unions and shippers on the East and Gulf Coasts.

One of the central issues in the dispute involves the present arbitrator in MEBA-industry disputes, Prof. Donald F. Shaugnessy of Columbia University. The American Merchant Marine Institute companies insist on his replacement, saying, according to *The New York Times*, that they no longer have faith in him.

The proposal for a czar also suggests amplifying the duties of the arbitrator (which currently consist of the mere making of binding decisions on stalemated issues between unions and management) to include an overhaul of the entire labour relations situation in the maritime industry. Management groups and union representatives both seem to favour the idea of such an all-powerful arbiter.

In Parliament Last Month

(page numbers refer to Hansard)

The Minister of Labour, in accordance with Article 19 of the constitution of the International Labour Organization, on June 29 tabled the English and French texts of the instruments adopted at the 48th International Labour Convention in Geneva in June and July 1964 (p. 2993).

The instruments consisted of three international labour conventions and three recommendations. They included a convention and a recommendation on hygiene in commerce and offices, a convention and a recommendation on benefits in the case of employment injury, and a convention and a recommendation on employment policy.

The Minister said that the Government was taking steps to consult the provinces with a view to acting on the conventions.

Bill C-118 to amend the Income Tax Act and the Federal-Provincial Fiscal Arrangements Act was given second reading on June 22 (p. 2799), and was given third reading and passed on June 28 (p. 2950). It was given the Royal Assent on June 30 (p. 3133). The measure had been introduced on June 17 (L.G., July, p. 600) and the bill was given first reading on the same date.

Canada Labour (Standards) Code Effective

Minimum standards set under new rules that came into force on July 1 for employees under federal jurisdiction respecting hours of work, minimum wages, annual vacations and holidays

Parts I to IV of the Canada Labour (Standards) Code (L.G., Dec. 1964, p. 1058) came into force on July 1, establishing minimum standards for employees in employment within federal jurisdiction with respect to hours of work, minimum wages, annual vacations, and general holidays.

The standards are a minimum wage of $1.25 an hour; hours of work not longer than eight in a day and 40 in a week unless an overtime rate is paid; an overtime rate of one and one-half times the regular rate of pay, and maximum hours not in excess of 48 in a week; at least two weeks annual vacation with pay; and at least eight paid general holidays in a year.

Changes Made

The Bill was introduced by the Minister of Labour on October 1, 1964. Several changes were made in the Bill, before it received Royal Assent on March 18.

Three of the changes were with respect to general holidays. The number of general holidays with pay was increased from seven to eight; the provision stating that an employee would not be entitled to a holiday with pay when the holiday falls in a week in which he is not entitled to wages for any other day was deleted, and provisions were added stating that an employee is not entitled to be paid for a general holiday on which he does not work when he is not entitled to wages for at least 15 days during the 30 calendar days immediately preceding the general holiday; and that an employee who is employed in a "continuous operation" is not entitled to be paid for a general holiday on which he did not report for work after having been called to work. In the case of a person employed in a "continuous operation" who is required to work on a general holiday, the employer may either grant a holiday with pay at some other time, or pay for the hours worked at one and one-half times the employee's regular rate. In the Bill as introduced there was no alternative to granting a holiday with pay at another time.

Other Changes

Other changes related to the hours of work provisions. The rule that hours of work in a week should be scheduled so that each employee will have at least one full day's rest in a week was amended to provide that exceptions to the rule may be prescribed by regulation.

The most important change concerned the provisions permitting deferment of the application of the hours of work standards. As in the Bill as introduced, the Minister of Labour may make a temporary order deferring or suspending the operation of Part I for a period of not more than 18 months. The Act as passed also provides that the Governor in Council, on the recommendation of the Minister of Labour, may defer or suspend the operation of Part I for a longer period.

Before such an order is made by the Governor in Council an inquiry must be held at which the employers and employees affected have an opportunity to be heard. The temporary ministerial order may set hours of work standards or may simply remove the obligation to comply with Part I pending further investigation, but an order of the Governor in Council must contain hours of work standards. Submissions requesting deferment pending on July 1, 1965 are to be listed in the *Canada Gazette* as soon after July 1 as possible, and the operation of Part I with respect to the employees covered by the submissions is stayed pending rejection of the submission or the making of an order.

Regulations

Regulations under the Code were approved on June 18 and are reported in this issue on p. 740.

Manpower Assessment Incentive Agreement

Another step in continuing development of Government programs for orderly adaptation of manpower to technological changes taken under agreement with graphic arts industry in Toronto

A Manpower Assessment Incentive Agreement between the Government of Canada and the Joint Consultative Committee of the Graphic Arts Industry of Metropolitan Toronto was announced by Hon. Allan J. MacEachen, Minister of Labour, last month.

The Agreement, the fifth to be developed by the Department of Labour's Manpower Consultative Service, provides financial and technical assistance for investigation and research into the manpower implications of technological and economic change that is expected to take place in the industry in the foreseeable future.

The Joint Consultative Committee, representing management and employees, is composed of four member organizations. They are the Toronto Typographical Union, Local 91; the Toronto Printing Pressmen and Assistants Union, No. 10; the International Brotherhood of Bookbinders, No. 28; and the Council of Printing Industries of Ontario, an employer association representing 115 employers. Deryck Adamson of the Manpower Consultative Service is chairman.

The Committee has established a Research Sub-Committee consisting of one representative from each of the three unions, and three representatives of the employers under Prof. G. V. Doxey, York University, as Chairman-Research Director.

The Research Sub-Committee will direct a program of research assessment to identify the manpower adjustment problems arising out of technological developments in the industry, and to make recommendations to the Joint Consultative Committee.

Projects Costs Shared

The project is estimated to cost $10,000, shared 50 per cent by the federal Department of Labour and 50 per cent by the Committee. The Council of Printing Industries of Ontario will pay half of the cost, the three unions will share the balance equally.

The decision of the parties to study their problems has not been brought about by any crisis situation in the graphic arts industries, but by a desire to seek solutions to the problems of manpower adjustment and development associated with anticipated changes in these industries.

In Toronto, R. J. McCormack, President of the Toronto Typographical Union, Local 91, said: "Our union has worked hard over the years and spent a considerable amount of money to keep our skills up to date, but technology is developing so rapidly that there is a definite need for advance planning. We are happy to join with other printing craft unions and the employer members of the Council in a scientific study of a rapidly changing situation in the graphic arts industry. We feel that it will give us the facts to meet future training needs."

Purdy Churchill, President, Toronto Pressmen and Assistants Union No. 10, had this comment: "For some time our members have been requesting improved training facilities, but with new developments occurring almost daily in the printing field, it has been difficult to determine the extent of the retraining required and the facilities necessary to provide it. We have confidence that this project will produce some guidelines and solve many of the problems we face in this area."

Charles Rose, Secretary-Treasurer of Local 28, International Brotherhood of Bookbinders, viewed the proposed study as follows: "Many changes have taken place in the bindery over the past few years. So far, we have been able to cope with them. But it appears that future developments may create situations that we may not be able to solve at the bargaining table unless we and the employers have all the facts."

E. C. Caldwell, Manager, Council of Printing Industries of Ontario, said, "Employers in this industry, faced with continually rising costs and severe competition, must make full use of the latest technological developments if they are to survive. This presents major problems in the adjustment and retraining of present employees and in the adequate preparation of young persons entering the field. In some cases, the need for older skills is disappearing while the need for other newer skills is developing. There is really no clear picture today of the retraining necessary to allow a tradesman to maintain his competence, nor any indication of the type of training a young person should receive to make him a competent tradesman in the future. We are pleased to participate with the printing craft unions in this project and have every confidence that it will be of much value to all concerned in the industry."

—Feature Four Ltd., Toronto.

Pictured at the signing of the manpower assessment incentive agreement between the Government of Canada and the Joint Consultative Committee of the Graphic Arts Industry of Metropolitan Toronto are (from left): Mark Thomas, Toronto Typographical Union; Hon. Allan J. MacEachen, Minister of Labour; and Sidney Cole, Chairman, Council of Printing Industries of Ontario.

Hope Labour-Management Group to Avert Newspaper Strikes

In an effort to avert newspaper strikes, the American Newspaper Publishers Association has formed a joint union-management committee. It consists of four members from newspaper production unions and four members from management.

The committee plans to discuss approaches to the preservation of labour peace in the newspaper business and to investigate possible courses of action to follow in an "early warning system" to head off possible strikes.

Union members are: Elmer Brown, President, International Typographical Union; Alexander J. Rohan, Secretary-Treasurer, International Printing Pressmen and Assistants' Union of North America; Frank G. Creamer, Secretary-Treasurer, International Stereotypers and Electrotypers Union of North America; and William J. Hall, Executive Vice-President, Lithographers and Photo Engravers International Union.

Management members are: William A. Dyer, Jr., Vice-President, Indianapolis Star and News; Harold F. Grumhaus, Vice-President, Chicago Tribune; Bernard H. Ridder, Jr., Publisher, St. Paul Dispatch and Pioneer Press; and Miles P. Patrone, Chairman, American Newspaper Publishers Association's Labor Relations Committee.

OECD Publishes Study of Effects of Wages on Labour Mobility

A new publication in its "Economic Studies" series was recently issued by the Organization for Economic Co-operation and Development under the title, *Wages and Labour Mobility*. The 250-page report was written by a group of independent experts, and is a study of the extent to which changes in wage differentials appear in practice to have promoted changes in the pattern of employment.

The report traces the developments of earnings structures, and tests the extent to which these movements have been associated with changes in the distribution of employment between various industries, occupations and regions. It also examines the reasons underlying decisions to change jobs, and the factors determining choices by those who change jobs—the unemployed and new entrants to the labour force.

Intensified Immigration Program Aimed At Helping Economic Growth

Greater flow of professional, skilled and technical immigrants to Canada sought by government to fill serious and critical shortage of trained workers for further expansion of economy

An intensified program to bring about a greater flow of professional, skilled and technical immigrants to Canada has been launched by the Immigration Department.

Hon. John R. Nicholson, Minister of Citizenship and Immigration, told a meeting of the Ontario Economic Council in Toronto last month that Canadian manpower development is the most important single factor in the country's economic growth.

He said that Canada has the tools and the raw materials to assure economic well-being, but that the country was facing a serious and critical shortage of professional and trained workers that "may well retard our development.

"If we ignore this problem, we court disaster," he said. "If we meet its challenge and, through intelligent planning, develop and supplement our manpower resources to meet our needs, I believe that we can create the springboard required for further economic growth and development.

"Throughout Canada, and particularly in Ontario," he said, "industry is experiencing rapid and significant changes in the nature of its labour requirements. Everyone knows that new techniques and methods are creating demands for higher levels of skill and knowledge, and that our rapid expansion is creating jobs in the skilled and professional categories faster than we can produce qualified workers through Canadian sources.

Affects Everyone

"This is a problem that cuts across the whole field of manpower development and affects each and every one of us. Whether we be in industry, in organized labour or in government, we share a common responsibility to Canada for ensuring that positive and constructive action is taken, and taken at once to meet the situation," he said.

Saying that immigration is only one segment of Canada's manpower development, the Minister declared that immigrant workers should be brought in to supplement the existing labour force—not to enter into competition with Canadians for existing jobs.

"This means that we must decide on the number of workers who can be provided through Canadian sources, either directly or through some form of skill upgrading or retraining. Only after this has been done and first preferences have been given to Canadians should we then decide on the exact nature and extent of our immigration intake. I am convinced, however, that the urgent demands of the present situation are so great that even a maximum effort by all agencies is unlikely to produce the numbers needed in all categories," he said.

He referred to the manpower study by the Ontario Economic Council, saying the report pointed to the urgent and growing need for a steady flow of skilled people into the industrial complex of the province, and urged more vigorous immigration activity as a means to help achieve this flow.

Facing Serious Shortage

Although in substantial agreement with the report, he said that a study carried out by his department in co-operation with the Ontario Departments of Labour and Economic Development, confirmed that the province and most parts of Canada are facing a serious shortage of professional and skilled labour. He said it is likely to be worse by the end of the year—and there was every indication that the demand will increase in the foreseeable future.

There is also an ever-lessening demand for unskilled and semi-skilled workers, and this means "that we have an urgent need to create employment opportunities for these people. No one disagrees with that, but some differences of opinion do exist as to how we are to find the trained and skilled people to fill the gaps in our industrial development."

Some leaders of organized labour believe that the solution lies in the training of people already in Canada, and the retraining of people whose skills are now obsolete, said Mr. Nicholson. He added that CLC President Claude Jodoin recently put forward this point of view, while drawing attention to the fact that there were 265,000 unemployed in Canada in mid-May.

Must Equip People With Skills

"It is obvious that every effort must be made to equip as many as possible of these people with skills that will make them able to fit into the changing economy of our country," continued Mr. Nicholson. He suggested that the only sensible and practical

approach to the problem is through a three-pronged attack via education, retraining and immigration. "No one will work without the others, and no single approach or possible solution can be overlooked if we are to come close to realizing our economic potential in the immediate future."

Referring to a survey in British Columbia and Ontario, which showed the need for 90,000 skilled and professional workers, the Minister said that only some 2 per cent of the positions could be met during the next year by the present school system. "Obviously we are going to have to do a great deal more to channel young people into the type of training and education that will fit them for the great opportunities that lie ahead," he said.

More concentration on the training of workers who now lack skills, and on the retraining of workers whose skills have become obsolete. "It is in this area, I believe, that organized labour can make its greatest single contribution to the continued economic development of this country and to the economic health of the thousands of union members in Ontario and the rest of Canada. Here too, I believe that industry itself can do a major job in reclaiming skills for useful employment."

Cannot Meet the Demand

Mr. Nicholson said the best efforts directed toward the training of unskilled people and the retraining of those whose skills are no longer useful to them, can meet the demand for skilled and professional people that we are facing today, and in the immediate future. "There is a large and vital area that can only be met by the introduction of skilled workers from abroad . . . through greater immigration to this country."

The speaker was convinced that the flow of immigrant workers to Canada must be consistent with the manpower requirements. "Obviously we cannot permit unrestricted immigration of unskilled people, which would help create areas of unemployment. But it is equally important that Canada's industrial and economic expansion should not be slowed down through lack of the professional and trained manpower needed to make it function at ever increasing levels."

Pointing out that immigration was not a tap that can be turned off and on to meet short-term labour shortages, the Minister said that, to be effective, "an immigration program must be a thoughtful, carefully organized operation, based on sound policies and oriented to the long-term approach. You cannot decide you need possibly 150,000 professional and skilled people within a year, and expect to pluck them out of the hat in a few weeks.

"It is not a problem that immigration can solve itself, although immigration can and must play an important role. The other roles must be played by education, by industry, by organized labour, if we are to keep our economy on the move and realize the vast potential that lies before this nation at the end of her first century," the Minister said.

Mr. Nicholson emphasized that his department has not initiated a "crash" program of immigration, because "a problem of this magnitude cannot be dealt with adequately on a crash basis."

Steps to Aid Immigration

During his address, the Minister announced that the following steps were being taken to increase the flow of immigrants:

—Increasing the immigration staff and facilities in Milan, Italy.

—Sending several skilled immigration officers overseas to assist the staffs in their recruiting problems.

—Hiring additional staffs at a number of overseas posts.

—Recruiting a number of experienced officers in Canada for temporary assignment abroad.

—Moving experienced officers from certain posts in Europe to busier points.

—Stepping up promotional and advertising programs in Britain and elsewhere.

—Starting a series of advertisements in newspapers in France and the Netherlands.

—Working toward a similar advertising program this summer in Belgium and Denmark.

—Arranging tours of Canada for foreign journalists, radio and television people.

—Sending motion pictures to Britain and arranging speaking engagements.

—Considering opening one, and possibly two, more offices in Britain.

—Studying possibilities in Japan and in the Philippines.

Plant Relocation and Its Consequences

Review of a study of the social and political consequences of job displacement undertaken by officials of the United Steelworkers and the Religion-Labour Council of Canada

The main problem connected with economic change in an industrial community seems to be the conflict between the flexibility and mobility in the work force that is demanded by economic efficiency, and the economic stability that is favourable to social orderliness and participation in political life. This is the conclusion of a case study of economic change as it affected the employees of one company that moved its plant to a new location.

The author of the study, titled *Social Effects of a Factory Relocation—A Case Study of Social and Political Consequences of Job Displacement*, is Rev. Stewart Crysdale, Assistant Secretary of the Board of Evangelism and Social Service of the United Church of Canada. The survey on which the study was based was undertaken at the request of the Religion-Labour Council of Canada, with the help of officials of the United Steelworkers.

The move was made by an electrical equipment factory in St. Catharines, Ont., that employed 500 persons; the new location was in Scarborough, 70 miles away. The sample on which the survey was based consisted of 102 employees of the company, chosen by taking every fourth name on the staff roster and seniority list in September 1960. Members of the sample were interviewed three times in the course of four years. The first interview was conducted in September 1960 —before the event, the second in September 1961—six months after the move, and the third in February and March 1964.

The company undertook the move in the hope of bettering its financial position, which had become difficult. But after the move, "unfortunately, deteriorating conditions continued to plague the company and one department after another was closed. When Interview III was held . . . only the small motors department remained in operation in Toronto, and the work force was reduced to 100 employees."

Between 100 and 150 of the 500 employees were invited to move to Scarborough and were offered help with moving expenses. For those who moved, the company also offered to pay 10 per cent of the selling price of a house in St. Catharines to help toward buying another house in Scarborough, where prices of real estate were higher.

The company rejected attempts to persuade it to stay in St. Catharines. "It did, however, agree to help displaced workers find other jobs, and assigned a personnel man to undertake this task. It also attempted to attract other firms to St. Catharines to lease or buy its buildings and provide new jobs. The property was finally sold, but only one small employer had moved in by the spring of 1964."

Men over 60 years of age and women over 55 were paid partial pensions. For others, the company paid severance allowances on a sliding scale according to length of service.

"Some of those who had moved with the company secured other jobs in the metropolitan area, but a larger number moved back to St. Catharines or to other regions. The number of completed interviews dropped from 102 in the first round to 94 in the second, and 76 in the third."

For the purposes of the study, the employees in the sample were divided into white-collar workers and blue-collar workers; and the fortunes of the two groups were followed through the period of the survey. Certain differences were noted in the way in which members of the two groups were affected by the change. On the whole, the white-collar workers were found to fare better than the blue-collar.

Three years after the move, 67 per cent of the white-collar group, and 65 per cent of the blue-collar group had obtained other employment at the company's new plant in Scarborough, or elsewhere in St. Catharines or Toronto. Of the white-collar workers, 47 per cent were earning more in 1964 than in 1961, compared with 32 per cent of the blue-collar workers; and 33 per cent of the former were earning the same in both years, compared with 24 per cent of the blue-collar workers. Of the white-collar workers, 70 per cent said that in 1964 they felt as much or more satisfaction in their present jobs than they had felt in their old jobs in 1960. But only 56 per cent of the blue-collar workers had had that experience. The survey found that church-goers were more satisfied with their jobs than non-church-goers.

"Job displacement affects not only those aspects of social behaviour which are based primarily on economic activity, but also wider social relations and attitudes," the report says. But this effect was more marked among blue-collar, than among white-collar workers. Active membership in non-church and non-occupational voluntary associations was affected by the uprooting of the workers, but more among blue-collar than among

white-collar ones. The proportion of white-collar workers who belonged to such organizations dropped from 53 per cent in 1960 to 50 per cent in 1964, but the proportion of blue-collar workers dropped from 53 per cent to 41 per cent in the same period.

Regular church attendance among white-collar workers increased during the period, with 57 per cent attending at the beginning and 63 per cent at the end. But among blue-collar workers, the proportion of regular church-goers was the same—56 per cent—at the end as at the beginning. In the middle of the period, however, it had dropped to 44 per cent, while among white-collar workers it had dropped only to 52 per cent.

The survey found also that the upset caused by the plant relocation seemed to colour the political outlook of the workers.

"In the 1964 interviews, 27 per cent of blue-collar workers took a 'conservative' view of government's role [in the matter of the plant move], 39 per cent took a 'moderate' position, 24 per cent had more 'radical' ideas of what government's should do. Ten per cent had no opinion, an indication of political apathy.

"In 1960, the same panel of blue-collar workers had been more in favour of direct governmental intervention (33 per cent) and correspondingly less conservative (18 per cent). Time, and a slight improvement in employment conditions, modified their views a little. However, the proportion of those who showed signs of apathy increased from 6 to 10 per cent in the period from 1960 to 1964.

"White-collar workers in the 1964 interview were more conservative (38 per cent) than blue-collar workers (27 per cent) in their prescription for the role of government. Their situation was relatively more secure. But it is noteworthy that a majority of them (57 per cent) felt, like the majority of blue-collar workers (63 per cent), that government should take further action to meet the problems of hard-pressed industry. In 1960, staff workers, like their shop colleagues, were more insistent that government should intervene in the situation, 63 per cent favouring further action....

"While age, race, religion and family status showed no signs of influencing political inclinations, education did. Generally, the more education a person had, the less he was prepared to entrust to the state such critical decisions as where an industry should be located....

"Home ownership was also related to prescription for the role of the state.... In both groups, home owners took a moderate view of what the state should do.... Participation in secondary groups, secular and religious, was also associated with moderation in opinion as to what government should do...."

The report had a number of suggestions for remedial action in moves of this kind. The points mentioned included:

"A provincial industrial commission, established by government, business and labour to provide consultative services where major changes are contemplated." The establishment of the Manpower Consultative Service by the Department of Labour, Ottawa, was noted (L.G., 1963, p. 999 and June 1964, p. 460).

"A strong moral obligation rests upon a company which proposes to withdraw operations and capital from a community where it has been established for a considerable time, to discharge certain minimal obligations to its older employees. A small portion of profits... might be placed in a reserve fund for this purpose, and... might be augmented by public funds to provide severance pay, pensions and retraining, and possibly moving and relocation expenses for workers and their families.

"Industrial unions might bargain for the inclusion in contracts of an option for qualified employees to move with the company if it should relocate, with a portion of expenses paid and seniority preserved.... Unions should give more attention to programs of adult education....

"Governments, probably through the National Employment Service, should improve facilities for the gathering and communication of information regarding job openings and shortages, and extend services for counselling, retraining, relocation and placement. Retrainees should be related wherever possible to job openings before beginning courses, and living allowances during training should be increased....

"Legislation is urgently required in all provinces to bring industrial pensions up to a higher standard and make them fully portable everywhere in Canada. This would improve the prospects for useful, efficient re-employment for the increasing numbers of job seekers over the age of 40.

"Under the highly fluid conditions of modern industry, workers are not able on their own to fend off job down-grading. So sweeping are shifts in markets, business organization, and technology that not even large companies and industrial unions are capable of providing adequately for the relocation and employment of displaced workers. Only society as a whole, through governmental action, is able to ensure the basic necessities of a decent life for families which carry the heaviest burdens of structural change....

"Municipal governments, with the help of provincial agencies, should be prepared to make tax and other concessions to attract new enterprises and to encourage industries to remain open through periods of recession.

"Private bodies should join public authorities in the study of the social, political and economic aspects of industrial change. Educational, cultural and religious organizations, along with management, labour and government, have an obligation to help workers and their families meet drastic alterations in their way of life under stress of rapid industrial change.

"Finally, when a factory moves, taking some workers with it, scattering others to seek new jobs, and leaving behind older, downgraded employees, churches and other community groups can contribute to creative adaptation by welcoming newcomers, attempting to understand their problems, and helping them to meet their social, cultural and moral needs. In these ways, displaced workers may be encouraged to re-establish themselves as esteemed and useful members of the community."

The report asks the question: "Is it possible for technological society to have the best of two possible worlds? Can we have both greater economic efficiency through a highly adaptive work force, and, at the same time, a well educated, socially stable and politically responsible work force?"

Accelerated Vocational Training for Adults

Directed toward problems of short- and medium-term employment AVT has won international acceptance for its great success in helping adults adapt to structural and technological change

Accelerated vocational training for adults, or AVT as it is known, has now given ample proof of its adaptability and efficiency.

Set up in France in 1936 when unemployment was severe, AVT recently won acceptance as a legitimate form of training in a number of industrialized countries. It is enabling a growing number of adults to adapt themselves to structural and technological changes.

A report in the *OECD Observer* on an international survey emphasizes that the AVT system "may be extended and no longer be limited to the acquisition of the more humble occupational skills." It states that France, with its advanced training courses, has initiated a new phase through organizing AVT preparatory courses for a number of intermediate management posts.

"AVT principles and methods may be adapted—with some difficulty perhaps—to education at a wide range of levels. But specialist skills or new techniques can only be mastered if the basic theoretical training has been sufficiently all-embracing and thorough, whatever the level, and this is a requirement which in-plant apprenticeship cannot easily meet," the report states.

After being established, AVT went beyond its original idea and became a means of training workers for better opportunities, and providing industry with a source of labour exactly suited to its immediate or foreseeable requirements.

Originally, the Government wanted to set up machinery to enable the unemployed, who were mostly unskilled labourers, to acquire enough proficiency in their particular occupations to find employment easily, or to learn another trade likely to offer better prospects.

Since its inception, AVT has normally been open to all applicants over 17 who wish to improve their vocational prospects and are able to pass the entrance examinations.

Growth has been continuous. At the end of 1963, training had been given to 344,570 workers in over 160 occupations. Early in 1964, a plan for expansion was drawn up to increase training capacity by 50 per cent.

The nature of its aims gives AVT a numerically modest place that excludes any possibility of competition with the established technical education system. The latter caters to all young people wishing to learn a trade.

The work of AVT is closely connected with the problem of short- and medium-term employment. Its principal aim is to find a solution for specific labour problems. But the range of these problems has increased.

Besides retraining unemployed workers, AVT has been called upon to deal with the rapid conversion of armament workers, provide vocational training for immigrants, ensure the rehabilitation of disabled people, improve the opportunities of workers in certain sectors, and organize refresher courses to enable specialists to keep pace with technological trends.

But all of these problems are similar; they relate to the short term, and concern only a limited proportion of the labour force. They are specifically problems of employment, and this explains why AVT comes under the Ministry of Labour although its task is really educational.

AVT courses are on a full-time basis and are spread over a period averaging six months. They are primarily, but not exclusively, designed for manual labourers in the building and metal industries, to give them

a "trade" that can be exercised immediately at a certain level of skill, and which is comparable, if not equivalent, to trade school or apprenticeship standards.

AVT is reserved for adults purely as a supplement to the conventional machinery for the vocational training of adolescents, except in the case of France, where about 50 per cent of AVT trainees are between 17 and 21 years of age. In the first half of 1964, this represented 8,000 out of 16,000 trainees.

Co-operation in AVT among the countries of Western Europe is comparatively limited. The French have helped a number of European countries—Belgium, Italy, Portugal, Spain, and Yugoslavia—to set up or improve their AVT system, either by direct co-operation under a bilateral assistance agreement or, indirectly, through the agency of international organizations (ILO and OECD).

AVT has not developed to the same extent in Britain, and the number of workers receiving training each year is only 4,000 to 5,000. This is because of a limitation on the number of types of workers eligible for the training courses. These are normally reserved for demobilized members of the armed forces, unemployed persons in need of retraining by AVT, and handicapped and disabled persons who are officially registered as such.

Many developing countries are following the progress of AVT with interest, and some of them have already made use of the staff and documentation of the institutions that exist in industrialized countries. Special arrangements must be made when methods used in industrialized countries are applied to developing countries.

It has become clear that when a developing country has been visited by an international team sent to study its requirements, it is also profitable to send its trainees to countries that have considerable experience. But, because of its special approach and speed of working, AVT is a direct answer to certain needs of the infant industries in those countries.

The principles and methods employed in the AVT program are extensive. From 85 to 90 per cent of accelerated vocational training for adults is devoted to practical work, such as the performance of manual exercises relating to the particular trade. Teaching proceeds from the concrete to the abstract. Only after the job is done are the rules which govern it introduced, while explanations are given only when difficulties are encountered.

Theory is taught as a supplement to practice, and instruction is focused on a centre of interest such as the component being made by the trainee or the job he is being asked to do.

The difference between conventional vocational training and AVT is that the latter does not consist of separate courses in technical subjects such as mathematics. These subjects are related to a particular problem. AVT training does not consist of finding solutions to theoretical problems. Lengths, areas, volumes or weights are calculated on the basis of components that have already been manufactured by the trainees, or jobs they have already done. The value of this integrated method is universally accepted.

The training is assigned to a single instructor, with the number of trainees per instructor from 8 to 12, according to the trade. This enables the instructor to help each of his trainees to carry out his particular task and check each stage of the performance.

Trainees are asked to take an active share in discovering both theoretical concepts and the successive stages into which the execution of a technical operation must be divided. This is done by group discussions in which the pupil is encouraged to ask "why" as well as "how".

Its syllabuses distinguish AVT from traditional education at least as much as its methods. Although they tend to vary, they generally are divided into four phases. The pre-training period equips the trainee to cope with the instruction he will receive during the course.

The training proper covers a whole range of exercises of increasing difficulty. The integration exercises, like those done during training, are carried out under conditions that resemble as nearly as possible those prevailing on a site or in the works. The final stage consists of practical exercises designed to bridge the gap between training conditions and actual employment in industry.

British National Incomes Commission

Pay increases in engineering and shipbuilding industries were contrary to the national interest, claims Commission

Agreements made in November-December 1963 for pay increases in the engineering industries, and for increases in pay and reduction in hours in the shipbuilding industry, were contrary to the national interest, the National Incomes Commission in Britain has stated in its Report No. 4 (Final), recently published.

The Commission said that the nationally negotiated wage increases in these industries did not adequately, if at all, take account of increases arising from other causes (i.e. "wage drift"); and that these settlements, superimposed on increases in other elements in earnings, gave employees in the industries concerned more than their fair share of the increase in national productivity, and more than 3½ per cent per annum.

The Commission gave their reasons for adhering to a rate of growth in productivity of 3 to 3½ per cent per year, resulting from a rate of growth in national production averaging 4 per cent per annum, as the practical test of the effectiveness of an incomes policy —although it is now evident that such an average rate of growth will not be reached in the period 1961-66.

In its report, the Commission discusses the significance of wage drift for an incomes policy. Wage drift is defined as the variation in the gap between nationally determined rates of wages and actual earnings, this gap being due to overtime earnings. The Commission points out that the gap, for the purposes of incomes policy, is just as important as increases in nationally negotiated wage increases.

The Commission mentions a number of ways in which, as a result of "domestic bargaining" between management and shop stewards, a timeworker may receive payments over and above the national minimum time rates.

Increased earnings for pieceworkers that do not necessarily go with increased output can also be negotiated at the domestic level, commonly by means of deliberately loose fixing of piecework prices and times. Both time and pieceworkers may have their earnings increased by arrangements for increasing overtime pay in excess of the real need for working overtime.

In considering the repercussions of the engineering and shipbuilding agreements, the Commission says that the introduction of a 40-hour week in shipbuilding by stages, to be completed by July 1965, had obvious repercussions on engineering negotiations. The same reduction in hours as in shipbuilding was given by the unions as a reason why it should be agreed to in the other industry.

The Commission said, however, that the repercussions of the engineering agreement in some industries where engineering workers were employed were not as wide as the Government feared they would be.

Turning to the subject of productivity and restrictive practices, the Commission said that income per head, which is the average standard of living, depended more upon output per worker than upon any other single factor, and that this left no doubt of the vital importance of productivity to the national economic well-being.

Summarizing the position after eight years of efforts to secure improved productivity and the abandonment of restrictive practices, the Commission said that instances of these practices were still to be found in engineering, although there was machinery for dealing with these problems.

In shipbuilding, the evidence showed clearly that the state of affairs in this regard was still what it had been in 1956. Productivity seemed still to be hampered by out-of-date practices to a very large extent in shipbuilding and to a less extent in engineering.

The report stated that a rapid change in the attitude and outlook of management and trade unions was imperative.

In a long chapter on prices, costs and profits, the Commission concludes that in engineering, prices have risen in spite of increased productivity, and that the rises are due mainly to increases in wages. In no case were price rises attributable to excessive increases in profits.

Referring to the increase in labour costs that will be the result of the latest increase in wages, the Commission says that in the engineering industries these will, in spite of increases in productivity, contribute to an increase in prices. The shipbuilding industry, although in no position to bear the increased costs, owing to its weak competitive position, will be unable to pass them on in higher prices.

Of both settlements, the Commission says that the negotiating parties had, or ought to have had, enough knowledge of the facts about wage drift in their industries to have taken adequate account of it. They conclude, however, that there is much force in the

(Continued on page 743)

Latest Labour Statistics

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
Total civilian labour force[a] (000)	July 24	7,495	+ 2.6	+ 3.5
Employed (000)	July 24	7,251	+ 2.9	+ 3.9
Agriculture (000)	July 24	706	+ 8.8	− 3.4
Non-agriculture (000)	July 24	6,545	+ 2.3	+ 4.7
Paid workers (000)	July 24	6,078	+ 2.8	+ 5.4
At work 35 hours or more (000)	July 24	5,351	− 10.2	− 1.1
At work less than 35 hours (000)	July 24	730	− 16.7	+ 5.5
Employed but not at work (000)	July 24	1,170	+436.7	+33.0
Unemployed (000)	July 24	244	− 5.1	− 7.9
Atlantic (000)	July 24	30	− 3.2	0.0
Quebec (000)	July 24	98	− 2.0	− 4.9
Ontario (000)	July 24	65	− 12.2	−13.3
Prairie (000)	July 24	25	+ 8.7	−10.7
Pacific (000)	July 24	26	− 10.4	−10.4
Without work and seeking work (000)	July 24	231	− 4.2	− 7.2
On temporary layoff up to 30 days (000)	July 24	13	− 18.8	−18.8
Industrial employment (1949=100)	May	136.6	+ 3.4	+ 5.8
Manufacturing employment (1949=100)	May	127.3	+ 2.2	+ 4.9
Immigration	1st Qtr. 1965	22,279	—	+27.0
Destined to the labour force	1st Qtr. 1965	11,297	—	+27.6
Strikes and Lockouts				
Strikes and lockouts	July	99	− 9.2	+37.5
No. of workers involved	July	33,691	− 22.2	+85.3
Duration in man days	July	326,070	+ 18.3	+120.8
Earnings and Income				
Average weekly wages and salaries (ind. comp.)	May	$90.56	0.0	+ 4.3
Average hourly earnings (mfg.)	May	$ 2.11	0.0	+ 4.5
Average hours worked per week (mfg.)	May	41.0	− 0.3	− 1.0
Average weekly wages (mfg.)	May	$86.58	− 0.4	+ 3.6
Consumer price index (1949=100)	July	139.5	+ 0.4	+ 2.4
Index numbers of weekly wages in 1949 dollars (1949=100)	May	149.2	− 1.2	+ 0.9
Total labour income $000,000	May	2,144	+ 3.6	+10.5
Industrial Production				
Total (average 1949=100)	June	234.9	+ 2.9	+ 6.7
Manufacturing	June	211.4	+ 3.5	+ 7.3
Durables	June	228.4	+ 4.3	+10.8
Non-durables	June	196.9	+ 2.8	+ 4.1
New Residential Construction[b]				
Starts	July	13,700	− 14.3	− 3.5
Completions	July	7,564	− 5.7	−20.0
Under construction	July	84,411	+ 0.1	+19.9

[a] Estimates of the labour force, the employed and the unemployed, are from *The Labour Force*, a monthly publication of the Dominion Bureau of Statistics which also contains additional details of the characteristics of the labour force, together with definitions and explanatory notes.

[b] Centres of 5,000 population or more.

Employment and Unemployment, July

Employment increased seasonally between June and July, rising by an estimated 202,000 to 7,251,000.

Unemployment declined by 13,000 to 244,000, a normal decline for this time of year. The unemployment rate in July represented 3.3 per cent of the labour force, compared with 3.7 per cent in July 1964 and 4.2 per cent in July 1963. In June this year the rate was 3.5.

Seasonally adjusted, the July 1965 unemployment rate was 4.3 per cent.

The labour force, at 7,495,000 in July, was 189,000 higher than in June.

The increase during the month in the labour force and in the number employed was largely associated with the entrance of students into the labour market for the summer months. An estimated 260,000 teenagers found jobs between June and July.

As usual at this time of year, a substantial number of married women withdraw from the labour force.

Employment in July was higher by 271,000 than it was a year earlier and unemployment was 21,000 lower. The labour force was 250,000 higher than in July 1964.

Employment

Between June and July, employment gains were fairly general. Almost three quarters of the advance was in non-farm employment. As usual, the largest increases occurred in construction and in service-producing industries.

In July, employment was up 271,000, or 3.9 per cent over the total a year earlier. The increase was widely distributed, almost all non-farm industries sharing in the improvement.

Especially large increases were recorded in construction and services. The year-to-year employment advance in construction—17 per cent—was one of the largest on record.

Farm employment was 25,000 lower than in July 1964.

Employment was substantially higher than a year earlier in all regions. The largest relative increase, 6.4 per cent, occurred in British Columbia.

Unemployment

Unemployment declined by an estimated 13,000 between June and July. Over the past five years, the changes in unemployment during this period have varied from an increase of 15,000 to a decrease of 17,000.

The July unemployment estimated was 21,000 lower than in July a year earlier. Teen-agers accounted for 38 per cent of the total, compared with 36 per cent in July last year and only 26 per cent in July 1961.

Of the 244,000 unemployed in July, 181,000 had been unemployed for three months or less. The remaining 63,000, or 26 per cent of the total, had been seeking work for four months or more.

LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus				Approximate Balance		Labour Shortage	
	1		2		3		4	
	July 1965	July 1964	July 1965	July 1964	July 1965	July 1964	July 1965	July 1964
Metropolitan	—	—	4	8	8	4	—	—
Major Industrial	—	3	14	13	12	10	—	—
Major Agricultural	—	—	2	2	12	12	—	—
Minor	—	—	16	18	40	39	2	—
Total	—	3	36	41	72	65	2	—

Note: Before January 1965, when Grande Prairie was added, 109 areas were surveyed.

The review is prepared by the Employment and Labour Market Division of the Economics and Research Branch.

CLASSIFICATION OF LABOUR MARKET AREAS—JULY

	Substantial Labour Surplus	Moderate Labour Surplus	Approximate Balance	Labour Shortage
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)		Quebec-Levis St. John's Vancouver-New Westminster-Mission City Windsor	Calgary Edmonton Halifax Hamilton Montreal Ottawa-Hull Toronto Winnipeg	
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non-agricultural activity)		Brantford Cornwall Granby-Farnham-Cowansville Joliette →LAC ST. JEAN New Glasgow Niagara Peninsula Oshawa Rouyn-Val d'Or Sarnia Shawinigan Sherbrooke Sydney Trois Rivieres	→CORNER BROOK →FT. WILLIAM-PT. ARTHUR Guelph Kingston Kitchener London →MONCTON →PETERBOROUGH →SAINT JOHN Sudbury →TIMMINS-NEW LISKEARD-KIRKLAND LAKE Victoria	
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more in agricultural)		CHATHAM ← Thetford-Megantic-St. Georges	Barrie Brandon Charlottetown Lethbridge Moose Jaw North Battleford Prince Albert Red Deer Regina →RIVIERE DU LOUP Saskatoon Yorkton	
MINOR AREAS (labour force 10,000 to 25,000)		Beauharnois Campbellton Dawson Creek Drummondville Gaspe Kamloops LINDSAY ← Newcastle Okanagan Valley Quebec North Shore Rimouski Ste. Agathe-St. Jerome St. Jean Sorel Valleyfield Victoriaville	→BATHURST →BELLEVILLE-TRENTON Bracebridge Bridgewater Brampton Central Vancouver Island →CHILLIWACK Cranbrook Dauphin Drumheller Edmundston Fredericton Galt Goderich Grand Falls →GRANDE PRAIRIE Kentville Lachute-St. Therese Medicine Hat Montmagny North Bay →OWEN SOUND Pembroke →PORTAGE LA PRAIRIE →PRINCE GEORGE-QUESNEL →PRINCE RUPERT →SAULT STE. MARIE St. Hyacinthe →ST. STEPHEN St. Thomas Simcoe →SUMMERSIDE Swift Current Trail-Nelson Truro Walkerton Weyburn Woodstock, N.B. Woodstock-Tillsonburg Yarmouth	Listowel →STRATFORD

→The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For an explanation of the classification used see page 591, January issue.

Major Settlements in First Half, 1965

During the first six months of 1965, employers and labour organizations across Canada in industries other than construction negotiated 124 major collective agreements. These contracts applied to approximately 185,000 workers in bargaining units comprising 500 or more employees.

Most of these agreements were long-term contracts. More than 30 per cent were of two years duration, 44 per cent were to run for about three years, and only 13 per cent of the agreements were for a term of one year.

Two agreements were concluded for terms of 43 and 48 months. They were signed by the Newfoundland Employers' Association and the Longshoremen's Protective Union, and by the Automotive Transport Labour Relations Association and the Teamsters Union in British Columbia.

Unlike in previous years, all major agreements concluded in 1965 gave general wage increases.

Of the 16 one-year contracts signed during the period, 50 per cent provided for wage increases on labour rates of 10 to 15 cents an hour. Other agreements gave smaller wage increases, mostly in the range of 3 to 5 cents an hour.

Of the 37 two-year agreements, 50 per cent provided for labour rate increases of 11 to 15 cents an hour, the most common wage increase in this range being 15 cents an hour. Eight of the 37 agreements provided for wage increases in the range of 16 to 20 cents an hour, and seven others included wage increases of 21 to 25 cents an hour.

During the period, 55 contracts with a term of about three years were signed in the course of collective bargaining. The most common labour rate increases, embodied in 21 agreements, ranged from 20 to 25 cents an hour. Eight contracts provided for wage increases of 15 to 19 cents an hour, and six agreements included wage increases in the range of 26 to 30 cents an hour. Thirteen major three-year agreements provided for wage increases exceeding 30 cents an hour.

WAGE SETTLEMENTS DURING THE FIRST HALF OF 1965, BY INDUSTRY

Collective agreements covering 500 or more employees concluded between January 1 and June 30, 1965, excluding agreements in the construction industry and agreement with wage terms in piece or mileage rates only. The data are based on preliminary reports where copies of new collective agreements had not been received before compilation.

Industry and Total Wage Increase in Cents per Hour*	Term of Agreement in Months									
	Under 15		15-20		21-26		27-32		33 and over	
	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.
Forestry										
5					1	1,600				
15					1	500				
19					1	700				
20					2	1,400				
22					1	750				
Mining										
13									2	2,130
14									1	1,800
15					1	730				
21									1	800
24									2	1,100
30							1	570		
33									1	900
Manufacturing										
4	1	700								
5	1	600							1	2,000
9										
10	1	650			1	1,010				
11										
12									1	1,800
13									1	1,700
14					3	2,840				
15	3	7,440			2	1,800				
16					4	16,700			1	930
17					2	2,160			1	750
18									2	2,500
19					1	1,100			1	800
20									1	800
							1	3,000		

This review is prepared by the Collective Bargaining Section, Labour-Management Division of the Economics and Research Branch.

WAGE SETTLEMENTS DURING THE FIRST HALF OF 1965, BY INDUSTRY

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	Under 15		15-20		21-26		27-32		33 and over	
	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.
Manufacturing (Continued)										
21					2	1,940			1	1,400
22					1	500			1	600
23							1	550		
24									10	26,880
25									1	500
26									1	500
27							2	2,600		
28									2	1,600
30									1	600
31									1	2,000
34									1	800
35									2	2,300
37									1	650
60									1	800
Transportation, Storage and Communication										
3	1	8,500								
4			1	550						
5	1	1,800								
6										
12			1	1,000					1	550**
13			1	2,300						
15					1	520				
16									1	1,200
22									1	3,000
26									1	550
30					1	700				
33							1	850		
58							1	700		
65									1	4,050
80									1	2,200***
Public Utility Operation										
14							1	1,800		
18					1	1,200				
Trade										
11					1	1,600				
24									2	1,850
29							1	1,000		
38									1	3,500
40							1	3,000		
48									1	2,900
60									1	1,200
Service										
3	1	1,000								
5	2	2,050								
8	1	1,250								
11	1	740								
12	1	750			2	1,060				
13	1	1,400			2	6,050				
14	1	600								
15					2	1,850				
18									1	650
20					1	5,000			2	1,130
22					1	2,400			1	800
25					2	1,300				
28									1	1,000
32									1	850
34			1	1,000						
40									1	900
Total	16	27,480	4	4,850	37	55,410	10	14,070	57	82,970

* The wage increases shown relate only to base rates, i.e., labour rates or their equivalent. Fractions of a cent are rounded to nearest cent. The data on the number of employees covered are approximate and include all classifications covered by the agreement.

** 43-month agreement.

*** 48-month agreement.

Collective Bargaining Scene

Agreements covering 500 or more employees, excluding those in the construction industry

Part I—Agreements Expiring During August, September and October

(except those under negotiation in July)

Company and Location	Union
Air Canada, system-wide	Air Line Pilots (Ind.)
Cdn. Steel Foundries, Montreal, Que.	Steel & Foundry Wkrs. (Ind.)
Dominion Electrohome Industries, Kitchener, Ont.	National Council of Cdn. Labour (Ind.)
Dominion Steel & Coal Corp. (Wabana Mines), Bell Island, Nfld.	Steelworkers (AFL-CIO/CLC)
Dominion Stores, Toronto & other centres, Ont.	Retail, Wholesale Empl. (AFL-CIO/CLC)
Edmonton City, Alta.	IBEW (AFL-CIO/CLC)
Great Western Garment Co., Edmonton, Alta.	United Garment Wkrs. (AFL-CIO/CLC)
Hotel Sheraton-Mt. Royal, Montreal, Que.	Hotel Empl. (AFL-CIO/CLC)
Iron Ore Company of Canada, Nfld. & Que.	Steelworkers (AFL-CIO/CLC)
Kingsway Transport, Smith Transport & others, Montreal, Que. & other centres	Teamsters (Ind.)
Montreal Locomotive Works, Longue Pointe, Que.	Steelworkers (AFL-CIO/CLC)
Motor Transport Industrial Relations Bureau, Ont.	Teamsters (Ind.) (drivers)
Normetal Mining, Normetal, Que.	Steelworkers (AFL-CIO/CLC)
Northern Electric, Bramalea, Ont.	UE (Ind.)
Page-Hersey Tubes, Welland, Ont.	UE (Ind.)
Quebec Cartier Mining, Port Cartier & Lac Jeannine, Que.	Steelworkers (AFL-CIO/CLC)
Saskatchewan Government	Sask. Govt. Empl. Assn. (classified services)
Saskatchewan Government Telephones	Communication Wkrs. (AFL-CIO/CLC)
Winnipeg Metro., Man.	Public Empl. (CLC)

Part II—Negotiations in Progress During July

(except those concluded in July)

Bargaining

Company and Location	Union
Anglo-Nfld. Development, Grand Falls, Nfld.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), IBEW (AFL-CIO/CLC) & Machinists (AFL-CIO/CLC)
Babcock-Wilcox & Goldie-McCulloch, Galt, Ont.	Steelworkers (AFL-CIO/CLC)
Bathurst Power & Paper, Bathurst, N.B.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), IBEW (AFL-CIO/CLC), Machinists (AFL-CIO/CLC), Plumbers (AFL-CIO/CLC) & International Operating Engineers (AFL-CIO)
Bowaters Mersey Paper, Anglo-Cdn. Pulp & Paper, Domtar Newsprint & James MacLaren Co., N.S. & Que.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & IBEW (AFL-CIO/CLC)
Bowater's Nfld. Pulp & Paper, Corner Brook, Nfld.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), IBEW (AFL-CIO/CLC) & Machinists (AFL-CIO/CLC)
B.C. Hydro & Power Authority	IBEW (AFL-CIO/CLC)
Building maintenance & window cleaning contractors, Vancouver, B.C.	Bldg. Service Empl. (AFL-CIO/CLC)
Calgary City, Alta.	Public Empl. (CLC) (inside empl.)
Calgary City, Alta.	Public Empl. (CLC) (outside empl.)
Calgary General Hospital, Calgary, Alta.	Public Empl. (CLC)
Calgary Power & Farm Electric Services, Alta.	Calgary Power Empl. Assn. (Ind.)
Canada & Dominion Sugar, Montreal, Que.	Bakery Wkrs. (CLC)
Canada Iron Foundries, Three Rivers, Que.	Moulders (AFL-CIO/CLC)
CNR, North Sydney, N.S.	ILA (AFL-CIO/CLC)
CPA, system-wide	Machinists (AFL-CIO/CLC)
Consolidated Paper, Cap de la Madeleine & Three Rivers, Que.	Papermakers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Grand'Mere, Que.	Papermakers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Shawinigan, Que.	Papermakers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Consumers' Gas Co., Toronto & other centres, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
Copper Rand Chibougamau Mines, Chibougamau, Que.	Steelworkers (AFL-CIO/CLC)
Council of Printing Industries, Toronto, Ont.	Typographical Union (AFL-CIO/CLC)
David & Frère, Montreal, Que.	Commerce & Office Empl. (CNTU)
Denison Mines, Elliot Lake, Ont.	Steelworkers (AFL-CIO/CLC)

Company and Location	Union
Dominion Glass, Montreal, Que.	Glass & Ceramic Wkrs. (AFL-CIO/CLC)
Dominion Steel & Coal Corp., Sydney, N.S.	Steelworkers (AFL-CIO/CLC)
Dominion Steel & Coal Corp. (Cdn. Bridge), Walkerville, Ont.	Steelworkers (AFL-CIO/CLC)
Dominion Stores, Montreal & vicinity, Que.	Retail Clerks (AFL-CIO/CLC)
Domtar Newsprint (Woodlands Div.), Riviere Jacques Cartier, Que.	Pulp and Paper Wkrs. Federation (CNTU)
Donohue Brothers Limited, Clermont, Que.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Duplate Canada Ltd., Oshawa, Ont.	Auto Wkrs. (AFL-CIO/CLC)
E.S. & A. Robinson (Can.), Leaside, Ont.	Printing Pressmen (AFL-CIO/CLC)
Edmonton City, Alta.	Fire Fighters (AFL-CIO/CLC)
Employing Printers' Assn. of Montreal, Montreal, Que.	Printing Pressmen (AFL-CIO/CLC)
Fraser Companies, Atholville, Edmundston & Newcastle, N.B.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Fur Mfrs. Guild, Montreal, Que.	Butcher Workmen (AFL-CIO/CLC)
Fur Trade Assn. of Canada, Montreal, Que., Toronto, Ont. & Winnipeg, Man.	Butcher Workmen (AFL-CIO/CLC)
B.F. Goodrich, Kitchener, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Hotel Dieu St. Vallier, Chicoutimi, Que.	Service Empl. Federation (CNTU)
Hotel Royal York (CPR), Toronto, Ont.	Hotel Empl. (AFL-CIO/CLC)
Hotels & taverns (various), Toronto, Ont.	Hotel Empl. (AFL-CIO/CLC) (beverage dispensers)
Imperial Tobacco & subsids., Ont. & Que.	Tobacco Wkrs. (AFL-CIO/CLC)
International Harvester Co. of Canada, Chatham, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Manitoba Telephone System	Man. Telephone Assn. (Ind.) (clerical & maintenance empl.)
Men's Clothing Mfrs. Assn. of Ontario, Toronto, Ont.	Amalgamated Clothing Wkrs. (AFL-CIO/CLC)
Motor Transport Industrial Relations Bureau, Ont.	Teamsters (Ind.) (mechanics)
Noranda Mines, Noranda, Que.	Steelworkers (AFL-CIO/CLC)
Price Bros., Dolbeau, Kenogami & Shipshaw, Que.	Bush Wkrs., Farmers' Union (Ind.)
Price Bros., Kenogami & Riverbend, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Quebec Iron & Titanium, Sorel, Que.	Metal Trades' Federation (CNTU)
Saskatchewan Power Corp.	Oil Wkrs. (AFL-CIO/CLC)
Sask. Provincial Hospitals, Moose Jaw, North Battleford, Prince Albert & Weyburn, Sask.	CLC-chartered local & Public Empl. (CLC)
Shell Oil, Montreal, Que.	Shell Empl. Council (Ind.)
University of Saskatchewan, Saskatoon, Sask.	CLC-chartered local
Winnipeg City, Man.	Public Empl. (CLC)

Conciliation Officer

Abitibi Power & Paper & subsids., Que., Ont. & Man.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), Machinists (AFL-CIO/CLC), IBEW (AFL-CIO/CLC) & International Operating Engineers (AFL-CIO)
Assn. Patronale des Services Hospitaliers (5 hospitals), Arthabaska, Drummondville & Nicolet, Que.	Service Empl. Federation (CNTU)
Assn. Patronale des Services Hospitaliers, Quebec, Que.	Service Empl. Federation (CNTU) (female empl.)
Assn. Patronale des Services Hospitaliers, Quebec, Que.	Service Empl. Federation (CNTU) (male empl.)
Cdn. Marconi, Montreal, Que.	Marconi Empl. Council (Ind.)
Commission des Ecoles Catholiques, Montreal, Que.	Public Service Empl. Federation (CNTU) (maintenance empl.)
Commission des Ecoles Catholiques, Montreal, Que.	Public Service Empl. Federation (CNTU) (office empl.)
Consolidated Paper, Port Alfred, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Dominion Rubber (Tire Div.), Kitchener, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Dow Brewery, Montreal & Quebec, Que.	Brewery Wkrs. (AFL-CIO/CLC)
E.B. Eddy, Hull, Que.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & Machinists (AFL-CIO/CLC)
Employing Printers' Assn. of Montreal, Montreal, Que.	Bookbinders (AFL-CIO/CLC)
Fittings Limited, Oshawa, Ont.	Steelworkers (AFL-CIO/CLC)
Hotel Chateau Frontenac (CPR), Quebec, Que.	Railway, Transport & General Wkrs. (CLC)
KVP Company, Espanola, Ont.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & IBEW (AFL-CIO/CLC)
Kimberly-Clark Paper, Terrace Bay, Ont.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & IBEW (AFL-CIO/CLC)
Marathon Corp., Marathon, Ont.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Molson's Brewery Quebec Ltd., Montreal, Que.	Molson's Empl. Assn. (Ind.)

Company and Location	Union
New Brunswick Power Commission, province-wide	IBEW (AFL-CIO/CLC)
Northern Electric, Montreal, Que.	Northern Electric Office Empl. Assn. (Ind.)
Northern Electric, Montreal, Que.	Northern Electric Office Empl. Assn. (Ind.) (Unit #1)
Ontario-Minnesota Paper, Fort Frances & Kenora, Ont.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), IBEW (AFL-CIO/CLC), Machinists (AFL-CIO/CLC), Firemen & Oilers (AFL-CIO/CLC), Carpenters (AFL-CIO/CLC) & International Operating Engineers (AFL-CIO)
Quebec Hydro-Electric Commission, Montreal & other centres	Quebec Hydro-Electric Commission Office Empl. Syndicate (Ind.)
Spruce Falls Power & Paper & Kimberly-Clark of Canada, Kapuskasing, Ont.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & IBEW (AFL-CIO/CLC)

Conciliation Board

Atomic Energy of Canada, Chalk River & Deep River, Ont.	Atomic Energy Allied Council (AFL-CIO/CLC)
DeHavilland Aircraft, Malton & Toronto, Ont.	Auto Workers (AFL-CIO/CLC)
Eldorado Mining & Refining, Eldorado, Sask.	Mine, Mill & Smelter Wkrs. (Ind.)
Great Lakes Paper, Fort William, Ont.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), IBEW (AFL-CIO/CLC) & International Operating Engineers (AFL-CIO)
Hamilton City, Ont.	Public Empl. (CLC) (inside empl.)
Hamilton City, Ont.	Public Empl. (CLC) (outside empl.)
Hotel Chateau Laurier (CNR), Ottawa, Ont.	Railway, Transport & General Wkrs. (CLC)
Hudson Bay Mining & Smelting, Flin Flon, Man.	CLC-chartered local, Machinists (AFL-CIO/CLC), IBEW (AFL-CIO/CLC), Boilermakers (AFL-CIO/CLC), Carpenters (AFL-CIO/CLC), Painters (AFL-CIO/CLC) & International Operating Engineers (AFL-CIO)
Provincial Paper, Thorold, Ont.	Pulp & Paper Mill Wkrs., (AFL-CIO/CLC)
Rio Algom Mines (Nordic Mine), Algoma Mills, Ont.	Steelworkers (AFL-CIO/CLC)
Victoria Hospital, London, Ont.	Building Service Empl. (AFL-CIO/CLC)

Post-Conciliation Bargaining

American Motors Canada Ltd., Brampton, Ont.	Auto Wkrs. (AFL-CIO/CLC)
CBC, company-wide	Moving Picture Machine Operators (AFL-CIO/CLC)
Chrysler Canada Ltd., Windsor, Ont.	Auto Wkrs. (AFL-CIO/CLC) (office empl.)

Arbitration

Toronto Electric Commissioners, Toronto, Ont.	Public Empl. (CLC)

Work Stoppage

Anaconda American Brass, New Toronto, Ont.	Auto Wkrs. (AFL-CIO/CLC)
H.J. Heinz Co. of Canada, Leamington, Ont.	Packinghouse Wkrs. (AFL-CIO/CLC)
Ontario Paper, Thorold, Ont.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), IBEW (AFL-CIO/CLC), Machinists (AFL-CIO/CLC), Firemen & Oilers (AFL-CIO/CLC), Plumbers (AFL-CIO/CLC), Carpenters (AFL-CIO/CLC), ILA (AFL-CIO/CLC) & International Operating Engineers (AFL-CIO)

Part III—Settlements Reached During July

(A summary of major terms on the basis of information immediately available. Figures on the number of employees covered are approximate.)

Brewers Warehousing, Carling, Dow, Labatt, Molson & O'Keefe Breweries & Cdn. Breweries Transport, Ont.—Brewery Wkrs. (AFL-CIO/CLC): 3-yr. agreement covering 3,600 empl.—general wage increases of 10¢ an hr. retroactive to Jan. 1, 1965, 12¢ an hr. eff. Jan. 1, 1966 and 14¢ an hr. eff. Jan. 1, 1967; evening and night shift premiums increased to 10¢ an hr. and 15¢ an hr. respectively (formerly 7¢ an hr. and 10¢ an hr.); Remembrance Day to be ninth paid holiday in 1965 and Easter Monday to be ninth paid holiday in 1966; vacation bonus of 20% of vacation pay to be granted in 1965 to empl. after 20 yrs. of service, in 1966 after 10 yrs. of service, and in 1967 after 3 yrs. of service; benefits under SUB plan (formerly $47 a wk. for single empl. and $57 a wk. for married empl., payable up to 52 wks.) to be 60% of wages for empl. with less than 7 yrs. of service and 65% of wages for empl. with more than 7 yrs. of service and to be payable up to 78 wks.; weekly indemnity to be 60% of wages payable up to 104 wks.; group life insurance increased to $7,000 (formerly $5,000); agreement to expire Dec. 31, 1967.

Cdn. Canners, Vancouver & Penticton, B.C.—Packinghouse Wkrs. (AFL-CIO/CLC): 2-yr. agreement covering 500 empl.—wage increases of 8¢ an hr. in 1965 and 8¢ an hr. in 1966 for base rates and seasonal empl. and of 5¢ an hr. in 1965 and 5¢ an hr. in 1966 for classified positions; rates for seasonal empl. become $1.47 an hr. for females and $1.71 an hr. for males in 1966; agreement to expire Dec. 31, 1966.

Cdn. International Paper & New Brunswick International Paper, N.B. & Que.—Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), International Operating Engineers (AFL-CIO), IBEW (AFL-CIO/CLC), Machinists (AFL-CIO/CLC) & Plumbers (AFL-CIO/CLC): 3-yr. agreement covering 6,800 empl.—wage increases of 15¢ an hr. retroactive to May 1, 1965, 4% (minimum of 10¢ an hr.) eff. Feb. 1, 1966, 10¢ an hr. eff. Nov. 1, 1966; wage increase of 3½% (minimum of 10¢ an hr.) eff. Aug. 1, 1967 for mills on 6-day operations; evening and night shift premiums to be 9¢ an hr. and 12¢ an hr. respectively eff. Feb. 1, 1966 (at present 8¢ an hr. and 11¢ an hr.) and to be 10¢ an hr. and 13¢ an hr. respectively eff. Nov. 1, 1966; 2 wks. vacation after 3 yrs. of service (at present after 5 yrs.) and 3 wks. vacation after 8 yrs. of service (at present after 10 yrs.) eff. Jan. 1, 1966; 5 wks. vacation after 25 yrs. of service eff. Jan. 1, 1967; pre-retirement vacation plan to provide for 1 to 5 additional wks. vacation after 25 yrs. of service for empl. 60 to 64 yrs. of age eff. Jan. 1, 1968; post-retirement life insurance to be $500 for empl. with 10 yrs. of service, $1,000 for empl. with 11 yrs. of service, $1,500 for empl. with 12 yrs. of service, and $2,000 for empl. with 13 yrs. of service; severance pay plan to provide 1% of total earnings received by empl. during employment, payable in 2 steps—6 wks. after layoff and 3 mos. after layoff; joint committees on automation established to review problems of technological change; agreement to expire April 30, 1968.

Cdn. Johns-Manville, Port Union, Ont.—Chemical Wkrs. (AFL-CIO/CLC): 2-yr. agreement covering 500 empl.—wage increases of 3¢ an hr., and 6¢ an hr. additional for skilled trades retroactive to April 9, 1965, and of 3% eff. April 9, 1966; 9 paid holidays (formerly 8); 4 wks. vacation after 20 yrs. of service (formerly after 25 yrs.) and 5 wks. vacation after 25 yrs. of service; weekly indemnity to be $60 a wk. (formerly $40); major medical plan added to health arrangements; rate for general worker becomes $2.10 an hr. eff. April 9, 1966; agreement to expire April 8, 1967.

Consolidated Paper, Nicauba, Que.—Bush Wkrs., Farmers' Union (Ind.): 3-yr. agreement covering 500 empl.—wage increases of 10¢ an hr. retroactive to Feb. 26, 1965, 11¢ an hr. eff. July 19, 1965, 14¢ an hr. eff. Feb. 26, 1966 and 12¢ an hr. eff. Feb. 26, 1967; wage increases of 30¢ per cunit in first yr. of agreement, 20¢ per cunit in second yr. and 20¢ per cunit in third yr. for cutters—standard operations and 35¢ per cunit in first yr., 25¢ per cunit in second yr. and 25¢ per cunit in third yr. for cutters—wheel skidders; work wk. (formerly 54 hrs.) to be 50 hrs. eff. July 29, 1965 and 45 hrs. eff. Feb. 26, 1966; 4 paid holidays; vacation pay to be 2% for empl. with less than 50 days employment, 3% after 50 days, 5% after three seasons (one season=175 days) and 8% after eight seasons; agreement to expire Feb. 25, 1968.

Consolidated Paper, Trenche Dist., Que.—Bush Wkrs., Farmers' Union (Ind.): 3-yr. agreement covering 500 empl.—terms similar to Consolidated Paper, Nicauba settlement above; agreement to expire Feb. 25, 1968.

Dominion Coal, Glace Bay, N.S.—Mine Wkrs. (Ind.): 18-mo. agreement covering 5,500 empl.—production bonus of $1 per shift incorporated into wage rates; 3 wks. vacation (formerly 2 wks.) after 1 yr. of service; life insurance to be $3,000; weekly indemnity to be $35; employer and empl. each to contribute 5¢ an hr. toward pension plan; pension of $104 a mo. to be guaranteed from Jan. 1966 to Jan. 1976; rate for labourer becomes $1.76 an hr.; agreement to expire Aug. 1966.

Domtar Newsprint & Domtar Construction Materials, Donnacona, Que.—Pulp & Paper Wkrs. Federation (CNTU): 2-yr. agreement covering 520 empl.—general wage increases of 10¢ an hr. retroactive to May 1, 1965, 10¢ an hr. eff. Feb. 1, 1966 and 10¢ an hr. eff. Dec. 1, 1966; additional wage adjustments of 3¢ to 5¢ an hr. in 1965; 5 wks. vacation after 30 yrs. of service eff. Sept. 1, 1965; 2 wks. vacation after 3 yrs. of service (formerly after 5 yrs.) eff. May 1, 1966; pre-retirement vacation plan to provide for 1 to 5 additional wks. vacation after 25 yrs. of service for empl. 60 to 64 years of age; rate for labourer becomes $2.33 an hr. eff. Dec. 1, 1966; agreement to expire April 30, 1967.

Domtar Newsprint, Red Rock, Ont.—Papermakers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC): 3-yr. agreement covering 600 empl.—general wage increases of 15¢ an hr. retroactive to May 1, 1965, 4% (minimum of 10¢ an hr.) eff. Feb. 1, 1966, 10¢ an hr. eff. Nov. 1, 1966 and 3½% (minimum of 10¢ an hr.) eff. Aug. 1, 1967; additional wage adjustments for certain wage rates of 5¢ an hr. eff. Nov. 1, 1965 and May 1, 1967; 3 wks. vacation after 8 yrs. of service (at present after 10 yrs.)eff. Jan. 1, 1966 and 5 wks. vacation after 25 yrs. of service eff. Jan. 1, 1967; pre-retirement plan to provide for 1 to 5 additional wks. vacation after 25 yrs. of service for empl. 60 to 64 years of age eff. Jan. 1, 1968; rate for labourer on 7-day operations becomes $2.65 an hr. Aug. 1, 1967; agreement to expire April 30, 1968.

Hollinger Consolidated Gold Mines, Timmins, Ont.—Steelworkers (AFL-CIO/CLC): 1-yr. agreement covering 600 empl.—wage increase of 6½¢ an hr. eff. July 2, 1965; employer to pay 40% (formerly 35%) of medical insurance premiums; new provision for check-off of union dues; rate for labourer becomes $1.42 an hr.; agreement to expire July 1, 1966.

Hospitals (9), Hull, Buckingham & other centres, Que.—Service Empl. Federation (CNTU): new agreement covering 1,200 empl.—terms of settlement not immediately available.

Manitoba Hydro—IBEW (AFL-CIO/CLC): 2-yr. agreement covering 1,500 empl.—wage increases of 8¢ an hr. retroactive to April 1, 1965 and 4¢ an hr. eff. April 1, 1966; rates become $1.52 an hr. for rural labourers and $1.74 an hr. for suburban labourers April 1, 1966; agreement to expire March 31, 1967.

National Harbours Board, Montreal, Que.—CNTU-chartered local: 2-yr. agreement covering 990 empl.—wage increases of 30¢ an hr. retroactive to Jan. 1, 1965, 5¢ an hr. eff. Aug. 9, 1965 and 15¢ an hr. eff. Jan. 1, 1966; agreement to expire Dec. 31, 1966.

(Continued on page 774)

Women's Bureau

Continuing Education of Women

Learning beyond normal school leaving age has become pattern for women in many parts of today's world. Equality granted women in Japan led to greater participation by women than men

Learning beyond the normal school leaving age has become a pattern for women in many parts of today's world.

In Japan the 1947 Constitution, granting equality to women, opened wide the gates to adult education and led to greater participation by women than by men.

In 1961 the Ministry of Education established a Women's Social Education Section to promote and co-ordinate educational activities at the national level.

Women's classes provide the most popular form of educational activity, especially for rural women, who account for 60 percent of the participants. Subjects pursued include home life, social life, vocational life, physical education, recreation and general education.

Sweden, where adult education dates back 100 years, is discovering mature educated women as a valuable source of manpower to meet current shortages in many fields.

A woman may take advantage of continuing education in the form of studenten, comparable to two years of American college, either for personal enrichment or to improve vocational qualifications. She can get valuable assistance through the National Labour Market Board. Aptitude tests, on-the-job training, subsistence payments during study, transportation and physical relocation where necessary, are among the services at her disposal.

The national training program for unemployed persons has been extended to include middle-aged housewives, mothers supporting children and others experiencing difficulty in obtaining employment. There is no charge for tuition. Subject to a means test, trainees may receive living, rent and family allowances, with 75 percent of the cost being borne by the Government and 25 percent by the municipality where the trainee permanently resides.

During 1960-61, 76 percent of the total number were trained as office workers; the remainder as retail clerks, practical home nurses, mothers' helpers and curtain seamstresses.

In India an experimental project patterned on the Canadian Farm Radio Forum, involving 145 villages, has been organized by UNESCO and the All-India Radio. Listeners' clubs for programs broadcast specially for women, have been established in urban and rural areas. Discussion follows the broadcasts, and enquiries or suggestions are referred to All-India Radio to be dealt with in subsequent programs. Subjects vary from domestic science, social welfare, child psychology, child education to India's political and social life.

In Holland the association for women's interests *Vrouwenbelangen,* Amsterdam section, sponsors an annual non-party course in six evenings to train women desirous of entering political life. Mock elections, involving the entire audience help to interest women in the intricate workings of a democratic political system.

In Gambia the newly organized Women's Federation includes women's organizations from all sections of the country, regardless of tribal, political or religious affiliation. Parents and husbands encourage their wives and daughters to take advantage of educational programs offered. Since the extent of illiteracy is substantial, informal education is desirable. Girls are taught hygiene, child care and domestic science. Those who are literate are taught to give weekly radio lectures on health in the vernacular.

In Italy the Italian Television Service has developed Telescuola, a system to help combat illiteracy. Numerous communal viewing posts have been set up where three weekly lessons give thousands of persons the chance to become literate. In 1962, language certificates were awarded to 46,000 persons who took the courses.

In Senegal, under government sponsorship, residential centres have been established for training women from rural areas. Courses last 17 days and women may bring their children. The aim is to improve homemaking skills, learn the geography of the country, become aware of citizenship responsibilities, first aid, hygiene, child care, budgeting, farming and gardening. Teaching methods and course content are adapted to the conditions of rural life.

In Britain the National Institute of Education publishes a six-month calendar listing dates and location of residential short courses, usually lasting a week or weekend. Topics include subjects from the arts and sciences, language study, industrial relations, preparation for retirement, and industrial psychology.

Many courses are provided through university extension departments. Other residential college courses of from one or two years' duration, offer university studies to students who missed this educational opportunity earlier in life.

Growing Number Reach "Rehabilitation Status"

Almost 70 per cent of the 2,179 individuals rehabilitated in the year 1964-65 who were dependent on relatives or public assistance now have annual income of approximately $4,600,000

The year 1964-65 saw another 2,179 individuals added to the growing number of persons that have been reported by provincial rehabilitation authorities as having reached "rehabilitation status" since the institution of the Federal-Provincial Rehabilitation Program in 1957. Such reports are made only on cases for which full details are available. They are submitted when rehabilitation services have terminated and a suitable period of follow-up has elapsed.

Of the 2,179 rehabilitated persons in 1964-65, almost 70 per cent were dependent on relatives or public assistance. There were 1,786 dependants involved. The cost of their annual maintenance was estimated to be approximately $1,527,000.

After rehabilitation, the estimated total annual income for this group is approximately $4,600,000. The contribution of 177 housewives, or family homemakers, is in addition to this.

After their rehabilitation, 1,675 of those rehabilitated in 1964-65 were regularly employed in business or industry, 76 set up in business for themselves, 112 entered sheltered employment, 54 were carrying on some form of homebound employment, and 177 were able to resume their responsibilities as wives and homemakers. Eighty-five of the severely disabled were helped to the place where they could undertake their own care.

656 Had No Work Record

Before their acceptance for rehabilitation service, 656 of these persons had no work record, 341 had been employed as unskilled workers, 184 in semi-skilled occupations, and 180 in skilled work. Ninety-one were engaged in agriculture, fishing or forestry. Service occupations gave employment to 194 with 261 engaged in sales and clerical work, and 83 in the professional or managerial field, and 189 were wives or homemakers.

With rehabilitation complete, the reports indicate 152 are now employed in the professional or managerial field, 511 in sales and clerical work, 354 in service occupations, 73 remained in agriculture, fishing or forestry, 274 as skilled workers, 252 semi-skilled, and 301 in unskilled work. One hundred and seventy-seven are housewives or homemakers. The remainder (85) were not able to undertake employment, but were able to dispense with help and look after themselves.

A study of the educational qualifications of the group shows that 1,207 had not gone beyond elementary school, and 320 had not gone beyond Grade 4. Only 60 had continued their education beyond high school, but 516 had received some form of vocational training. In carrying out their rehabilitation, 1,120 undertook vocational training for a wide variety of occupations.

In addition to vocational training many received medical, social and vocational assessment and counselling. A variety of treatment services were provided to well over half the total number rehabilitated. Four hundred and twelve were fitted with prosthetic appliances and devices.

From Youth to Old Age

The age distribution of the disabled individuals extends from youth to old age. Almost 50 per cent are under 30 years of age, many of them new entrants to the labour market. It is interesting to note, however, that more than 30 per cent of those rehabilitated are over 40 years of age. Women form just under two-fifths of the total.

These 2,179 rehabilitated persons suffered from a variety of disabling conditions. Over one-third of them suffered from amputations or other orthopaedic handicaps.

Number in Major Disability Groups

Amputations	201
Neuro-Muscular Skeletal Impairments	564
Deaf and Hearing Impairments	236
Blind and Visual Impairments	240
Neurological Impairments	194
Tuberculosis and Respiratory Disorders	171
Cardio-Vascular Diseases	71
Neuro-Psychiatric Disorders	435
Other Disabling Conditions	67

This brings to 14,102 the number of such cases reported since the beginning of the program. It is estimated that without rehabilitation assistance, these persons with their 10,905 dependants were costing approximately $9,420,000 annually for support. Now they earn approximately $26,690,000 a year and have collectively earned a total of $112,017,000 since they became employed. This compares to the cost of their support for the same period, which would have been almost $41,799,000.

Growth in Older Segment of Labour Force

Canada's labour force increased by 20 per cent in nine-year period from 1956 to 1964, with those aged 45 and over showing substantial increases both in actual numbers and in proportion

Interesting information concerning the growth of the older segment of the labour force can be obtained from estimates derived from the monthly labour force survey. The survey is conducted by the Special Surveys Division of the Dominion Bureau of Statistics. Available from the Special Surveys Division are special tables, on an annual average basis, containing data on age, sex, adult population, labour force, employment, unemployment and participation rates for the years 1956-1964 inclusive.

Canada's labour force has grown from 5,782,000 in 1956 to 6,933,000 in 1964, an increase of about 20 per cent. During the same nine-year period, the older segment of the labour force—those aged 45 and over—grew from 1,792,000 to 2,292,000, an increase of 500,000, or 27.9 per cent. In 1956, the 45-plus group in the labour force constituted 31.0 per cent of the labour force. By 1964 this proportion had increased to 33.1 per cent.

The increase in the 45-and-over segment of the labour force occurred despite a decrease in the 65-and-over section of the older group. The number of those in the labour force aged 65-plus, dropped from 231,000 in 1956 to 224,000 in 1964, a decrease of 3.0 per cent. Workers aged 65 and over made up 4.0 per cent of the total labour force in 1956, but by 1964 this proportion had dropped to 3.2 per cent.

The middle-aged segment of the older age group in the labour force, those workers aged 45 to 64, increased by 507,000 from 1,561,000 in 1956 to 2,068,000 in 1964, a growth of 32.5 per cent. In 1956, the 45-64 age group made up 27.0 per cent of the labour force. By 1964 this proportion had grown to 29.8 per cent.

The substantial increase in the 45-64 age group in the labour force, both in actual numbers and in proportion, suggests that the labour market problem associated with the hiring and retention of older workers could worsen. However, if the current strong demand for skilled and experienced workers continues, the problem should not increase despite the larger group involved. Moreover, the unemployment rates for the 45-64 age group have been consistently lower than the unemployment rates for all age groups as a whole. The 45-64 group made up 22.8 per cent of the unemployed in 1956. In 1964 this proportion was 25 per cent.

An examination of the adult population (age 14 and over), although showing some similarities, presents a somewhat different picture. Canada's adult population grew from 10,807,000 in 1956 to 12,817,000 in 1964, an increase of 18.6 per cent. During the same nine-year period the segment of the population aged 45 and over grew from 3,922,000 to 4,738,000, an increase of 816,000 or 20.8 per cent. This slightly more rapid growth of the 45-plus age group, as compared with the adult population as a whole, occurred despite the rather phenomenal growth of the younger age group, those aged 14-24 years. This younger age group increased from 2,456,000 in 1956 to 3,313,000 in 1964, a growth of 857,000 or 34.9 per cent.

The middle-aged segment of the older population, those aged 45-64, grew from 2,722,000 in 1956 to 3,344,000 in 1964, an increase of 622,000 or 22.9 per cent. When this growth of 22.9 per cent for the 45-64 age group in the adult population is compared with the growth of 32.5 per cent of the same age group in the labour force, the different picture presented by the total adult population as compared with an examination of the labour force figures, becomes apparent.

The more elderly segment of the older population, those aged 65 and over also increased numerically during the nine-year period from 1,200,000 in 1956 to 1,394,000 in 1964, a growth of 194,000 or 16.2 per cent, but proportionately there was a slight decrease. This group constituted 11.1 per cent of the adult population in 1956 as compared with 10.9 per cent in 1964.

While the younger adult age group, those from 14-24 years of age showed the most spectacular increase in the adult population figures, a different situation prevailed in connection with the labour force figures. The 14-24 age group in the labour force increased from 1,304,000 in 1956 to 1,578,000 in 1964, a growth of 274,000 or approximately 21 per cent, as compared to the 34.9 per cent growth for this group in the adult population.

49th International Labour Conference

Delegates adopt five new instruments. Report examines major areas of future action: development of economic and human resources, social institutions, conditions of life and work

The 49th Session of the International Labour Conference, held in Geneva from June 2 to 24, adopted five international instruments—two Conventions and three Recommendations. The new standards bring the total number of Conventions to 124, and the number of Recommendations to 125.

The five new instruments are:

—a Convention and a Recommendation on the minimum age of admission to employment;

—a Convention on medical examination for fitness for employment;

—a Recommendation on conditions of work;

—a Recommendation on the employment of women with family responsibilities.

In addition, the achievements of the 49th Session included:

—adoption of conclusions to serve as the basis for a Recommendation on the role of co-operatives in the economic and social development of developing countries.

—adoption of a resolution in agrarian reform, with particular reference to employment and social aspects.

—adoption of the ILO budget for 1966, amounting to $20,337,871.

—examination of the application by member countries of Conventions and Recommendations; ratifications of Conventions registered during the session brought to 3,061 the number of ratifications of ILO Conventions.

—adoption of a number of resolutions on subjects other than the technical questions included in the agenda.

The Conference also debated a report submitted by David A. Morse, Director-General of the ILO. In it, Mr. Morse closely examined the three major areas of future ILO action on which agreement was reached during the Conference debates in 1963 and 1964. They are: human resources and economic development; the development of social institutions; and conditions of life and work. In a plenary sitting of the Conference, Mr. Morse replied to the 201 speakers who took part in the discussions on his report.

Charles R. McCord, Director of Annuities of the Department of Labour at Ottawa, was reappointed as one of the substitute members on the Administrative Board of the ILO Staff Pensions Fund for three years until October 8, 1968, and to the ILO Staff Pension Committee (United Nations Joint Staff Pension Fund) for three years until July 10, 1968.

Of the 114 State Members of the International Labour Organization, 104 were represented at the 49th Session, nearly all by complete tripartite delegations. The number of delegates and technical advisers was 1,130, including 204 government delegates and 365 advisers; 100 employers' delegates and 163 advisers; and 99 workers' delegates and 199 advisers. The Canadian delegation was listed in the June issue, p. 519.

Canadian Participation

Government delegates served on conference committees as follows: George V. Haythorne, Deputy Minister of Labour—working party on the program and structure of the ILO (chairman); Miss M. V. Royce, Director, Women's Bureau—committee on women workers (drafting committee); John Mainwaring, Director, International Labour Affairs Branch, Department of Labour, and Charles Marshall, First Secretary, Canadian Permanent Mission, Geneva—resolutions; Miss Evelyn Woolner, Legislation Branch, Department of Labour—Application of Conventions and Recommendations; W. H. Sands, Deputy Minister of Labour of British Columbia—Employment of Young Miners; R. M. Adams, Labour Counsellor, Canadian Embassy, Brussels—Agrarian Reform; B. N. Arnason, Deputy Minister of Co-operatives and Development of Saskatchewan—Co-operatives.

Worker delegates on committees were: Kalmen Kaplansky—working party on the program and structure of the ILO, selection committee, resolutions committee (vice-chairman), member of the bureau of the workers group; James MacDonald—committee on co-operation; Miss Huguette Plamondon—committee on women workers; Miss Georgette Lachaine—committee on the women workers (deputy member); Joseph Morris—committee on the application of conventions and recommendations, resolutions committee.

Employer delegates on committees were: Kenneth Hallsworth—selection committee (deputy member), resolutions committee (substitute W. J. Whittaker, Q.C.), com-

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—*J. G. Cadoux, Geneva*

George V. Haythorne, Deputy Minister of Labour, who has completed a year as Chairman of the ILO Governing Body, is shown (inset) as he opened the 49th International Labour Conference at Geneva in June.

mittee on employment of young miners (substitute J. P. Després), committee on women workers (deputy member) substitute (P. L. Schmidt), committee on agrarian reform (substitute George Lach), committee on co-operatives (substitute J. R. Davidson); J. P. Després—committee on employment of young miners (vice-chairman).

Director-General's Reply to the Debate

In his reply, Mr. Morse stated that the selection of a limited number of broad areas of action on which the ILO should focus its attention would have some significant and far-reaching implications concerning the nature of its action in the years to come. He raised two points in this regard.

"The first is that to agree on the objectives of our programs is not the same thing as to be in a position to put all these programs into practical effect at once. The resources which are at the disposal of the ILO and of its member States are rather limited in relation to what are ambitious objectives on a national and a world-wide scale."

Consequently, added Mr. Morse, "it is all the more urgent that we should have a set of clearly defined priorities based on a careful examination of the situation in each region of the world, to ensure that our efforts are directed to those problems that are most urgently in need of solution."

The opinion of the Director-General was that "In the contemporary world, where there are so many problems of human misery, poverty and degradation crying out for solution, the ILO will be judged by the measure of the practical contribution that it makes to the total effort to relieve suffering wherever such suffering exists."

The second point raised by Mr. Morse concerned collaboration between the ILO and other organizations in the UN family. He said it was necessary to ensure "that we do not stray beyond the limits that we have ourselves set to our competence."

As a result of the Conference debates, the fields of competence as now defined are: the development and full utilization of human resources; the development of insti-

tutions through which all sections of the working population can fully participate in and benefit from the economic growth of their countries; and the improvement of the working and living conditions of all workers.

Mr. Morse also pointed out that the ILO had an additional responsibility as a member of the UN family. "It can and it should co-operate with other organizations in projects and programs in which it has an interest, to which it has a contribution to make, but in which other organizations have the primary responsibility."

One of the programs, Mr. Morse said, was disarmament. Of course, the ILO has no competence with respect to the political aspects of disarmament, "but it should be able to facilitate progress toward disarmament by helping, along with other agencies, to determine the precise economic and social implications of disarmament."

On the question of ILO's co-operation with the United Nations in the field of trade and development, Mr. Morse declared that one of the major tasks was to assist the developing countries in the creation and maintenance of high levels of productive employment. But, he added, "our efforts in this direction will be nullified unless there are outlets for the products of developing countries on the world market.

"At the same time, the ILO is concerned that increased exports of manufactures from developing countries should not lead to hardship for workers in the industrialized countries. These anticipated difficulties should be met not by protective measures, but by help in facilitating adjustments so that individual workers and their families find security rather than insecurity in the changes which will come about in their occupational life."

Referring to industrialization, Mr. Morse said it seemed to him that "the time has come for us to consider whether the ILO cannot, through the progressive application of its principles and through its practical action, particularly in the field of human resources, make an even greater contribution than it has in the past to this vast and difficult enterprise of industrialization."

He indicated that he proposed to make industrialization the central theme of his report to the Conference next year.

With regard to standard-setting activities, the Director-General expressed the opinion that emphasis should be placed on broadly conceived instruments, sufficiently flexible to be applicable to conditions in all member States, yet setting goals, targets and principles which should be pursued by all members.

Concerning decentralization of the ILO's activities, Mr. Morse said, "One of the most significant trends in the world of the 1960s is towards regional groupings. The States in each 'region' have become increasingly interested in finding solutions to common problems, and in developing common methods of action. And it is only natural that the ILO should be responsive to this trend."

He added that this could be done in three ways: by decentralizing a certain number of the functions of the Office, assigning new roles and new responsibilities to regional conferences and regional advisory committees, and establishing close working relationships with the many regional bodies and organizations which have come into existence in different parts of the world.

Mr. Morse paid special tribute to the Principal Deputy Director-General, Jef Rens, who had decided to resign after more than 20 years of service with the ILO.

"Mr. Rens," he said, "has served the ILO faithfully during two of the most important decades in the Organization's history. His contribution to the work of the ILO during this long span of time is appreciated as much by his colleagues in the Office as by those delegates at the Conference and members of the Governing Body who have had the opportunity of being associated with him in some of his manifold endeavours."

Employment of Young Persons in Mines

Convention

The Convention on the minimum age of admission to underground work in mines (full text on page 725) was adopted by 234 votes in favour, none against and 20 abstentions.

The Convention provides that persons under a specified minimum age shall not be employed for work underground in mines and specifies that the minimum age shall in no case be less than 16 years.

It also calls on each member country which ratifies this Convention to undertake either to maintain an appropriate inspection service for the purpose of supervising the application of the Convention, or to satisfy itself that appropriate inspection is being carried out.

It further adds that the determination of the minimum age shall be made after consultation with the most representative organizations of employers and workers concerned.

Recommendation

The Recommendation (full text on page 726) which was adopted by 321 votes in favour, none against and nine abstentions, makes reference to the Convention and proposes that where the minimum age for admission to underground work in mines is less than 16 years, measures should be taken as speedily as possible to raise it to that level. It also suggests that the minimum age should be progressively raised, with a view to attaining a minimum age of 18 years.

Persons between the ages of 16 and 18 should be employed underground in mines only for purposes of apprenticeship or other systematic vocational training under conditions determined by the competent authority relating to the places of work and occupations permitted, and the measures of systematic medical and safety supervision to be applied.

The Recommendation emphasizes that there should be special provisions concerning the minimum age for employment or work underground in mines on certain specified jobs or under certain specified conditions that are harmful to health and that may endanger the safety of the worker and that of other persons.

Finally, the text suggests that these provisions should include employment in surface work with appropriate training, vocational training on the surface, further education and vocational guidance, and raising the minimum school-leaving age.

Medical Examination

Convention

The Convention concerning medical examination of young persons for fitness for employment underground (full text on page 727) adopted by 331 votes in favour, none against and 13 abstentions, declares that a thorough medical examination and periodic re-examination, at intervals of not more than one year, for fitness for employment shall be required for the employment or work underground in mines of persons under 21 years of age.

These medical examinations shall be carried out under the responsibility and supervision of a qualified physician approved by the competent authority and shall be certified in an appropriate manner. They shall not involve the young person, or his parents or guardians, in any expense.

Alternative arrangements for medical supervision of young persons aged between 18 and 21 shall be permitted where the competent authority is satisfied that they are equivalent to or more effective than those stated above.

All necessary measures shall be taken by the competent authority to ensure the effective enforcement of these provisions, states the Convention.

The competent authority in each country is required by the proposed instrument to consult the most representative organizations of employers and workers concerned before determining general policies of implementation, and before adopting regulations in pursuance of the terms of the Convention.

Conditions of Employment

Recommendation

Adopted by 298 votes in favour, none against and 51 abstentions, the Recommendation concerning the conditions of employment of young persons for underground work in mines (full text on page 729) deals mainly with health, safety and welfare; weekly rest and annual holidays with pay; and training.

With regard to health, safety and welfare, the Recommendation states that the employer should be required to inform a young person, both when engaging him and when giving him a specific job underground, of the risks of accident and hazards to health involved in the work, of protective measures and equipment, of regulations regarding safety, and of first-aid methods.

The text adds that officials in charge of safety, safety delegates, safety and health committees, and all other internal bodies concerned with safety and health, as well as the national inspection service, should give particular attention to measures designed to safeguard the life and health of young persons employed or working underground in mines.

The Recommendation points out that to keep young persons employed or working underground in mines in good health, and to promote their normal physical development, measures should be taken that (1) aim at encouraging recreational activities, including sports; (2) ensure that changing-rooms and showers of approved hygienic standards are made available; and (3) ensure that young persons are provided sufficient food to secure a diet suitable to their stage of development.

The Recommendation states that persons under 18 years of age employed or working underground in mines should be entitled to an uninterrupted weekly rest which should not be less than 36 hours in the course of each period of seven days. The weekly rest period should be progressively extended, with a view to attaining at least 48 hours, and they should receive an annual holiday with pay of not less than 24 working days (corresponding to four working weeks) for 12 months of service.

The competent authorities should take the necessary measures to ensure that young persons employed underground in mines receive systematic vocational training, enjoy suitable opportunities for further technical training, and are provided with suitable opportunities for further education and training above ground.

The competent authority in each country should consult the most representative organizations of employers and workers concerned before determining general policies

of implementation, and before adopting regulations in pursuance of the terms of this Recommendation.

Women with Family Responsibilities

Recommendation

The Conference adopted by 346 votes, without opposition or abstention, the Recommendation concerning the employment of women with family responsibilities. (full text on page 730 and reprinted in Bulletin XV of the Women's Bureau, Department of Labour).

The Recommendation seeks to ensure that women with family responsibilities can exercise the right to work outside their homes without being subject to discrimination. It urges the development of services to enable women to fulfil their responsibilities at home and at work harmoniously. These general principles are to be pursued by competent authorities in co-operation with the public and private organizations concerned, and in accordance with national and local needs and possibilities.

In the field of public information and education, authorities are recommended to encourage consideration of the problems of women workers in order to help these workers to become integrated effectively in the labour force on the basis of equal rights; to undertake or promote research into various aspects of their employment; and to engender broader public understanding of their problems.

The Recommendation seeks the establishment, particularly in local communities, of plans for the systematic development of child-care services and facilities to meet known needs and preferences.

With a view to facilitating entry of women into employment or their re-entry after a period of absence, the Recommendation states that authorities should ensure provision of general education, vocational guidance and vocational training free from any form of discrimination on the ground of sex, and should encourage girls to obtain a sound vocational preparation as a basis for their future working lives.

In the case of women who, because of maternity, are not able to return to work immediately after termination of the normal period of maternity leave, the proposed Recommendation urges that appropriate measures be provided to allow them to take a reasonable further period of leave of absence without having to relinquish their employment or other rights.

Other provisions relate to matters of significance to women workers with family responsibilities—the organization of public transport, harmonization of working hours and hours of schools and child-care facilities, and development of home-aid services.

The Conference also adopted a resolution concerning regular periodic review, by the Director-General of the ILO, of the effects of the Recommendation.

Employment of Women

Miss Marion Royce, Director of the Women's Bureau, Department of Labour, Ottawa, spoke on the report of the Committee on Women Workers, of which she was a member.

"An impressive increase in the economic activity of Canadian women in recent years make an international labour Recommendation concerning the employment of women with family responsibilities particularly relevant to our situation," said Miss Royce.

The committee was grateful to the Office for the comprehensive report that opened up the subject of women's work in a changing world, and for the "initiative of the ILO in proposing the adoption of a Recommendation on this hitherto almost wholly neglected aspect of women's employment."

The text submitted to the Conference, she said, "will, we believe, provide a useful guide for policies and services that will facilitate the constructive development and utilization of woman-power in the member countries of the ILO.

"Since occupational competence is the key to effective participation in the labour force, we attach much importance to those provisions of the instrument that underline the need for appropriate counselling, education and training for women who are entering or re-entering the employment market in middle life, and the importance of a realistic approach to the vocational future of the girls still in school," she said.

"We welcome the emphasis on public information and education, based upon reliable research into essential aspects of women's employment. This type of work is a major preoccupation of the Women's Bureau of our Federal Department of Labour," Miss Royce told the Conference.

With respect to the development of child-care services and facilities, the speaker continued, "We should greatly have preferred a wording of the text that would have given the competent authorities freedom to choose themselves between the organizing of appropriate services and the alternative of facilitating and encouraging their establishment.

"We have, however, a more significant—from our point of view—reservation with respect to the proposed Recommendation that results from the omission of any reference to part-time work.

"The recent increase in the employment of women in Canada, as in a number of other industrialized countries, has been accompanied by an exceptional increase in the

number of part-time workers. This we find not surprising, since schedules of hours enable women with family responsibilities, who would be unavailable for full-time work, to enter the labour force."

Continuing, she said: "We fully realize that the subject of part-time work presents special problems from the point of view both of employers and workers and that at the present time it may be relevant to the employment situation in most or even perhaps all of the developing countries."

"Moreover, we recognize that part-time employment may be of interest to other workers besides those under consideration in this instrument—for instance, older people, students and handicapped persons.

"Nevertheless, since experience has proven that it may hold particular advantages in relation to the employment of women with family responsibilities, it is with some reluctance that we bow to the majority decision of the Committee on Women Workers that reference to the subject should be omitted from this instrument.

"Our chief concern is that since the phenomenon exists and tends to increase, recognition should be given to the need to ensure that the terms of conditions of part-time employment be such as to safeguard the position of both full-time and part-time workers."

It was noted with satisfaction, she said, that the whole subject of part-time employment is to receive further consideration, in line with the resolution adopted by the Conference last year. It was also hoped that the review of the effects of the Recommendation 10 years hence "may help to clarify aspects of this question, as of others and have particular relevance to working women with family responsibilities."

Because of the dynamic nature of the development of women's work in a continually changing world, "we support wholeheartedly the proposal for periodic review of the effects of the Recommendation," she concluded.

PREPARATION OF NEW INTERNATIONAL LABOUR STANDARDS

The Conference first examined the role of co-operatives in the economic and social development of developing countries, with a view to the preparation of new international labour standards.

The conclusions adopted by the Conference will serve as the basis for preparation, after consultations with governments, of a draft instrument to be submitted to next year's session of the conference for final decision.

The Role of Co-operatives

The Conference adopted conclusions to serve as the basis of a proposed Recommendation concerning the role of co-operatives in the economic and social development of developing countries.

The Conclusions of the Committee emphasize that the establishment and growth of co-operatives should be regarded as one of the important instruments for economic, social and cultural development as well as for human advancement in developing countries.

In particular, the conclusions stress that co-operatives should be established and developed as a means of:

—improving the economic, social and cultural situation of persons of limited resources and opportunities;

—increasing personal and national capital resources by the encouragement of thrift and the sound use of credit;

—increasing national income, export revenues and employment by a fuller utilization of resources;

—improving social conditions and supplementing social services; and

—helping to raise the level of general and technical knowledge of their members.

Resolution on Agrarian Reform

The question of agrarian reform, with particular reference to its employment and social aspects, was discussed in detail by a special Committee appointed by the Conference. On the report of the Committee, the Conference unanimously adopted a resolution containing a wide range of objectives in the field of agrarian reform, with particular reference to employment and social aspects and measures to achieve them.

The text states that agrarian reform should be considered as denoting comprehensive measures for the improvement of the agrarian structure, including changes in land tenure—reforms that, within the framework of broad programs, tend to give land to those who work it, improve the position of tenants, hired workers and other categories of agricultural workers, or enlarge the units of cultivation or operation and consolidate fragmented holdings.

It also includes the establishment or strengthening of essential governmental or other agencies or services relating to agricultural credit, supply, marketing, training and extension, and research.

The resolution suggests that the ILO should increase its activities in matters related to agrarian reform as regards study and research, technical co-operation, and standard-setting in appropriate collaboration with other agencies concerned, especially the United Nations and the Food and Agriculture Organization.

Application of Conventions and Recommendations

The Conference adopted the report of the tripartite Committee which it sets up each year to consider how member States apply Conventions they have ratified and how they comply with other obligations under the ILO Constitution.

The Committee noted that there had been a further increase in the number of ratifications since last year, so that these now exceeded 3,000. Recalling its previous appeals for the ratification and application of the Conventions dealing with fundamental human rights, however, the Committee found that many States had not yet responded to these appeals.

Text of Convention Concerning Minimum Age for Admission to Employment Underground in Mines

The General Conference of the International Labour Organization,

Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Forty-ninth Session on 2 June 1965, and

Having decided upon the adoption of certain proposals with regard to minimum age for admission to employment underground in mines, which is included in the fourth item on the agenda of the session, and

Noting, that the Underground Work (Women) Convention, 1935, prohibits in principle the employment of any female, whatever her age, on underground work in any mine, and

Noting that the Minimum Age (Industry) Convention (Revised), 1937, which is applicable to mines, provides that children under the age of 15 years shall not be employed or work in any public or private undertaking, or in any branch thereof, and

Noting that the Convention further specifies that, in respect of employments which by their nature or the circumstances in which they are carried on, are dangerous to the life, health or morals of the persons employed therein, national laws shall either prescribe or empower an appropriate authority to prescribe a higher age or ages than 15 years for the admission thereto of young persons or adolescents, and

Considering that, in view of the nature of employment underground in mines, international standards establishing a higher age than 15 years for admission to such employment are desirable, and

Having determined that these standards shall take the form of an international Convention,

adopts this 22nd day of June of the year one thousand nine hundred and sixty-five the following Convention, which may be cited as the Minimum Age (Underground Work) Convention, 1965:

Article 1

1. For the purpose of this Convention, the term "mine" means any undertaking, whether public or private, for the extraction of any substance from under the surface of the earth by means involving the employment of persons underground.

2. The provisions of this Convention concerning employment or work underground in mines include employment or work underground in quarries.

Article 2

1. Persons under a specified minimum age shall not be employed or work underground in mines.

2. Each Member which ratifies this Convention shall specify the minimum age in a declaration appended to its ratification.

3. The minimum age shall in no case be less than 16 years.

Article 3

Each Member which has ratified this Convention may subsequently notify the Director-General of the International Labour Office, by a further declaration, that it specifies a minimum age higher than that specified at the time of ratification.

Article 4

1. All necessary measures, including the provision of appropriate penalties, shall be taken by the competent authority to ensure the effective enforcement of the provisions of this Convention.

2. Each Member which ratifies this Convention undertakes either to maintain an appropriate inspection service for the purpose of supervising the application of the provisions of the Convention or to satisfy itself that appropriate inspection is carried out.

3. National laws or regulations shall define the persons responsible for compliance with the provisions of this Convention.

4. The employer shall keep, and make available to inspectors, records indicating, in respect of persons who are employed or work underground and who are less than two years older than the specified minimum age—

(*a*) the date of birth, duly certified wherever possible; and

(*b*) the date at which the person was employed or worked underground in the undertaking for the first time.

5. The employer shall make available to the workers' representatives, at their request, lists of the persons who are employed or work underground and who are less than two years older than the specified minimum age; such lists shall contain the dates of birth of such persons and

the dates at which they were employed or worked underground in the undertaking for the first time.

Article 5

The determination of the minimum age to be specified in pursuance of Articles 2 and 3 of this Convention shall be made after consultation with the most representative organizations of employers and workers concerned.

Article 6

The formal ratifications of this Convention shall be communicated to the Director-General of the International Labour Office for registration.

Article 7

1. This Convention shall be binding only upon those Members of the International Labour Organization whose ratifications have been registered with the Director-General.

2. It shall come into force twelve months after the date on which the ratifications of two Members have been registered with the Director-General.

3. Thereafter, this Convention shall come into force for any Member twelve months after the date on which its ratification has been registered.

Article 8

1. A Member which has ratified this Convention may denounce it after the expiration of ten years from the date on which the Convention first comes into force, by an act communicated to the Director-General of the International Labour Office for registration. Such denunciation shall not take effect until one year after the date on which it is registered.

2. Each Member which has ratified this Convention and which does not, within the year following the expiration of the period of ten years mentioned in the preceding paragraph, exercise the right of denunciation provided for in this Article, will be bound for another period of ten years and, thereafter, may denounce this Convention at the expiration of each period of ten years under the terms provided for in this Article.

Article 9

1. The Director-General of the International Labour Office shall notify all Members of the International Labour Organization of the registration of all ratifications and denunciations communicated to him by the Members of the Organization.

2. When notifying the Members of the Organization of the registration of the second ratification communicated to him, the Director-General shall draw the attention of the Members of the Organization to the date upon which the Convention will come into force.

Article 10

The Director-General of the International Labour Office shall communicate to the Secretary-General of the United Nations for registration in accordance with Article 102 of the Charter of the United Nations full particulars of all ratifications and acts of denunciation registered by him in accordance with the provisions of the preceding Articles.

Article 11

At such times as it may consider necessary the Governing Body of the International Labour Office shall present to the General Conference a report on the working of this Convention and shall examine the desirability of placing on the agenda of the Conference the question of its revision in whole or in part.

Article 12

1. Should the Conference adopt a new Convention revising this Convention in whole or in part, then, unless the new Convention otherwise provides,

(*a*) the ratification by a Member of the new revising Convention shall *ipso jure* involve the immediate denunciation of this Convention, notwithstanding the provisions of Article 8 above, if and when the new revising Convention shall have come into force;

(*b*) as from the date when the new revising Convention comes into force this Convention shall cease to be open to ratification by the Members.

2. This Convention shall in any case remain in force in its actual form and content for those Members which have ratified it but have not ratified the revising Convention.

Article 13

The English and French versions of the text of this Convention are equally authoritative.

Text of Recommendation Concerning Minimum Age for Admission to Employment Underground in Mines

The General Conference of the International Labour Organization,

Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Forty-ninth Session on 2 June 1965, and

Having adopted the Minimum Age (Underground Work) Convention, 1965 and

Having decided upon the adoption of certain further proposals with regard to the minimum age for admission to employment underground in mines, which is included in the fourth item on the agenda of the session, and

Having determined that these proposals shall take the form of a Recommendation,

adopts this 22nd day of June of the year one thousand nine hundred and sixty-five the following Recommendation, which may be cited as the Minimum Age (Underground Work) Recommendation, 1965:

1. (1) For the purpose of this Recommendation, the term "mine" means any undertaking, whether public or private, for the extraction of any substance from under the surface of the earth by means involving the employment of persons underground.

(2) The provisions of this Recommendation concerning employment or work underground in mines include employment or work underground in quarries.

2. Where the minimum age for admission to employment or work underground in mines is less than 16 years, measures should be taken as speedily as possible to raise it to that level.

3. (1) The minimum age for admission to employment for work underground in mines should be progressively raised, with a view to attaining a minimum age of 18 years.

(2) Each Member should work towards the objective set forth in subparagraph (1) of this Paragraph within the limits of its possibilities, taking into account especially the dangers inherent in employment underground in mines, and also the development of educational facilities, including those for the vocational preparation of future miners, the minimum school-leaving age, the minimum age for admission to other industrial occupations and other relevant factors.

4. Persons between the age specified for the purpose of the Minimum Age (Underground Work) Convention, 1965, and a higher age to be laid down in each country and not to be less than 18 years should be employed or work underground in mines only—

(*a*) for purposes of apprenticeship or other systematic vocational training provided under adequate supervision by competent persons with technical knowledge and practical experience of the work; and

(*b*) under conditions determined by the competent authority relating to the places of work and occupations permitted and the measures of systematic medical and safety supervision to be applied:

Provided that if a young person to whom this Paragraph applies has completed apprenticeship or other systematic vocational training, he may, under the conditions provided for in clause (*b*), be employed underground for purposes other than such training.

5. (1) There should be special provisions concerning the minimum age for employment or work underground in mines—

(*a*) on certain specified jobs which are harmful to health;

(*b*) under certain specified conditions which are harmful to health; and

(*c*) on certain specified jobs which may endanger the safety of the worker and that of other persons.

(2) The competent authority in each country should determine the jobs and conditions in question and should specify a sufficiently high minimum age appropriate to each which in no case should be less than 18 years.

6. (1) Measures should be taken to meet the problems of persons who wish to work in mines but are too young for employment or work underground because the minimum age for admission to such employment or work is higher than the minimum school-leaving age. These measures should be related to or integrated with measures to educate, train and utilize all youth in the country.

(2) The measures to be taken in accordance with subparagraph (1) of this Paragraph might include one or more of the following:

(*a*) employment in surface work with appropriate training;

(*b*) vocational training on the surface designed to prepare the persons concerned for their future occupations;

(*c*) further education and vocational guidance;

(*d*) raising the minimum school-leaving age.

7. The competent authority in each country should consult the most representative organizations of employers and workers concerned before determining general policies of implementation and before adopting regulations in pursuance of the terms of this Recommendation.

Text of Convention Concerning Medical Examination of Young Persons for Fitness for Employment Underground in Mines

The General Conference of the International Labour Organization,

Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Forty-ninth Session on 2 June 1965, and

Having decided upon the adoption of certain proposals with regard to medical examination of young persons for fitness for employment underground in mines, which is included in the fourth item on the agenda of the session, and

Noting that the Medical Examination of Young Persons (Industry) Convention, 1946, which is applicable to mines, provides that children and young persons under 18 years of age shall not be admitted to employment by an industrial undertaking unless they have been found fit for the work on which they are to be employed by a thorough medical examination, that the continued employment of a child or young person under 18 years of age shall be subject to the repetition of a medical examination at intervals of not more than one year, and that national laws or regulations shall make provision concerning additional re-examinations, and

Noting that the Convention further provides that in occupations which involve high health risks medical examination and re-examinations for fitness for employment shall be required until at least the age of 21 years, and that national laws or regulations shall either specify or empower an appropriate authority to specify the occupations or categories of occupations to which this requirement applies, and

Considering that, in view of the health risks inherent in employment underground in mines, international standards requiring medical examination and periodic re-examination for fitness for employment underground in mines until the age of 21 years, and specifying the nature of these examinations, are desirable, and

Having determined that these standards shall take the form of an international Convention,

adopts this 23rd day of June of the year one thousand nine hundred and sixty-five the following Convention, which may be cited as the Medical Examination of Young Persons (Underground Work) Convention, 1965:

Article 1

1. For the purpose of this Convention, the term "mine" means any undertaking, whether public or private, for the extraction of any substance from under the surface of the earth by means involving the employment of persons underground.

2. The provisions of this Convention concerning employment or work underground in mines include employment or work underground in quarries.

Article 2

1. A thorough medical examination, and periodic re-examinations at intervals of not more than one year, for fitness for employment shall be required for the employment or work underground in mines of persons under 21 years of age.

2. Alternative arrangements for medical supervision of young persons aged between 18 and 21 years shall be permitted where the competent authority is satisfied on medical advice that such arrangements are equivalent to or more effective than those required under paragraph 1 of this Article and has consulted and reached agreement with the most representative organzations of employers and workers concerned.

Article 3

1. The medical examinations provided for in Article 2—

(*a*) shall be carried out under the responsibility and supervision of a qualified physician approved by the competent authority; and

(*b*) shall be certified in an appropriate manner.

2. An X-ray film of the lungs shall be required on the occasion of the initial medical examination and, when regarded as medically necessary, on the occasion of subsequent re-examinations.

3. The medical examinations required by this Convention shall not involve the young person, or his parents or guardians, in any expense.

Article 4

1. All necessary measures, including the provision of appropriate penalties, shall be taken by the competent authority to ensure the effective enforcement of the provisions of this Convention.

2. Each Member which ratifies this Convention undertakes either to maintain an appropriate inspection service for the purpose of supervising the application of the provisions of this Convention or to satisfy itself that appropriate inspection is carried out.

3. National laws or regulations shall define the persons responsible for compliance with the provisions of this Convention.

4. The employer shall keep, and make available to inspectors, records containing, in respect of persons under 21 years of age who are employed or work underground—

(*a*) the date of birth, duly certified wherever possible;

(*b*) an indication of the nature of their occupation; and

(*c*) a certificate which attests fitness for employment but does not contain medical data.

5. The employer shall make available to the workers' representatives, at their request, the information mentioned in paragraph 4 of this Article.

Article 5

The competent authority in each country shall consult the most representative organizations of employers and workers concerned before determining general policies of implementation and before adopting regulations in pursuance of the terms of this Convention.

Article 6

The formal ratifications of this Convention shall be communicated to the Director-General of the International Labour Office for registration.

Article 7

1. This Convention shall be binding only upon those Members of the International Labour Organization whose ratifications have been registered with the Director-General.

2. It shall come into force 12 months after the date on which the ratifications of two Members have been registered with the Director-General.

3. Thereafter, this Convention shall come into force for any Member 12 months after the date on which its ratification has been registered.

Article 8

1. A Member which has ratified this Convention may denounce it after the expiration of ten years from the date on which the Convention first comes into force, by an act communicated to the Director-General of the International Labour Office for registration. Such denunciation shall not take effect until one year after the date on which it is registered.

2. Each Member which has ratified this Convention and which does not, within the year following the expiration of the period of ten years mentioned in the preceding paragraph, exercise the right of denunciation provided for in this Article, will be bound for another period of ten years and, thereafter, may denounce this Convention at the expiration of each period of ten years under the terms provided for in this Article.

Article 9

1. The Director-General of the International Labour Office shall notify all Members of the International Labour Organization of the registration of all ratifications and denunciations communicated to him by the Members of the Organization.

2. When notifying the Members of the Organization of the registration of the second ratification communicated to him, the Director-General shall draw the attention of the Members of the Organization to the date upon which the Convention will come into force.

Article 10

The Director-General of the International Labour Office shall communicate to the Secretary-General of the United Nations for registration in accordance with Article 102 of the Charter of the United Nations full particulars of all ratifications and acts of denunciation registered by him

in accordance with the provisions of the preceding Articles.

Article 11

At such times as it may consider necessary the Governing Body of the International Labour Office shall present to the General Conference a report on the working of this Convention and shall examine the desirability of placing on the agenda of the Conference the question of its revision in whole or in part.

Article 12

1. Should the Conference adopt a new Convention revising this Convention in whole or in part, then, unless the new Convention otherwise provides,

(*a*) the ratification by a Member of the new revising Convention shall *ipso jure* involve the immediate denunciation of this Convention, notwithstanding the provisions of Article 8 above, if and when the new revising Convention shall have come into force;

(*b*) as from the date when the new revising Convention comes into force this Convention shall cease to be open to ratification by the Members.

2. This Convention shall in any case remain in force in its actual form and content for those Members which have ratified it but have not ratified the revising Convention.

Article 13

The English and French versions of the text of this Convention are equally authoritative.

Text of Recommendation Concerning Conditions of Employment of Young Persons Underground in Mines

The General Conference of the International Labour Organization,

Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Forty-ninth Session on 2 June 1965, and

Noting the terms of existing international labour Conventions and Recommendations, applicable to mines, which contain provisions on conditions of employment of young persons, and

Considering that additional standards are called for in certain respects, and

Having decided upon the adoption of certain proposals regarding the conditions of employment of young persons underground in mines, which is included in the fourth item on the agenda of the session, and

Having determined that these proposals shall take the form of a Recommendation,

adopts this 23rd day of June of the year one thousand nine hundred and sixty-five the following Recommendation, which may be cited as the Conditions of Employment of Young Persons (Underground Work) Recommendation, 1965.

I. DEFINITION

1. (1) For the purpose of this Recommendation, the term "mine" means any undertaking, whether public or private, for the extraction of any substance from under the surface of the earth by involving the employment of persons underground.

(2) The provisions of this Recommendation concerning employment or work underground in mines include employment or work underground in quarries.

II. METHODS OF IMPLEMENTATION

2. Effect may be given to this Recommendation through national laws or regulations, collective agreements, arbitration awards, or court decisions or in such other manner consistent with national practice as may be appropriate under national conditions.

III. HEALTH, SAFETY AND WELFARE

3. Training programs for young persons employed or to be employed underground in mines should include practical and theoretical instruction in the health and safety hazards to which workers in mines are exposed, in hygiene and first aid, and in the precautions to be taken to safeguard health and safety. Such instruction should be provided by persons who are qualified in these fields.

4. The employer should be required to inform a young person, both when engaging him and when giving him a specific job underground, of the risks of accident and hazards to health involved in the work, of protective measures and equipment, of regulations regarding safety, and of first-aid methods. The directions should be repeated at appropriate intervals.

5. (1) Officials in charge of safety, safety delegates, safety and health committees and all other internal bodies concerned with safety and health, as well as the national inspection service, should give particular attention to measures designed to safeguard the life and health of young persons employed or working underground in mines.

(2) Such measures should include provision for the development of a practical safety program for each mine including—

(*a*) action to ensure prevention and correction of hazardous environmental and physical conditions;

(*b*) appropriate means and facilities for training, inspection and accident investigation and prevention;

(*c*) the initial supply and replacement after normal wear and tear, at the employers' expense, of such protective clothing and equipment as are necessary in view of the nature of the work and the conditions in which it is performed, the young persons being required to use the clothing and equipment supplied; and

(*d*) any other measures for the safety and health of young persons.

6. With a view to keeping young persons employed or working underground in mines in good health and to promoting their normal physical development, measures should be taken which aim, in particular, at—

(*a*) encouraging recreational activities, including sports;
(*b*) ensuring that changing-rooms and showers meeting approved hygiene standards are made available, changing-rooms and showers separate from those for adults being, where possible, reserved for persons under 18 years of age; and
(*c*) ensuring that, if circumstances so require, young persons have at their disposal such additional food and such feeding facilities as would enable them to secure a diet suitable to their stage of development.

IV. WEEKLY REST AND ANNUAL HOLIDAYS WITH PAY

7. Persons under 18 years of age employed or working underground in mines should be entitled to an uninterrupted weekly rest which should not be less than 36 hours in the course of each period of seven days.

8. The weekly rest period should be progressively extended, with a view to attaining at least 48 hours.

9. The weekly rest period should include the day of the week established as a day of rest by the traditions or customs of the country or district.

10. Persons under 18 years of age employed or working underground in mines should not be employed on any work during the weekly rest period.

11. (1) Persons under 18 years of age employed or working underground in mines should receive an annual holiday with pay of not less than 24 working days (corresponding to four working weeks) for 12 months of service.

(2) Public and customary holidays and interruptions of attendance at work due to sickness should not be included in the annual holiday with pay.

12. (1) The employer should be required to keep, and make available to inspectors, records indicating in respect of persons under 18 years of age employed or working underground—
(*a*) the date of birth, duly certified wherever possible;
(*b*) the periods of weekly rest; and
(*c*) the periods of holidays with pay.

(2) The employer should make available to the workers' representatives, at their request, the information mentioned in subparagraph (1) of this Paragraph.

V. TRAINING

13. In line with the principles set forth in the Vocational Training Recommendation, 1962, the competent authorities should take necessary measures to ensure that young persons employed or to be employed underground in mines—
(*a*) receive systematic vocational training, through apprenticeship or other forms of training appropriate in the national circumstances, in order to ensure adequate preparation for the particular type of work in which they are to be engaged;
(*b*) enjoy suitable opportunities for further technical training enabling them to develop their occupational capacities without detriment to their health and welfare, account being taken of national circumstances; and
(*c*) are provided with suitable opportunities for further education and training above ground with a view to ensuring their future adaptation to technological change in the mining industry and to developing their human capacities.

VI. CONSULTATION

14. The competent authority in each country should consult the most representative organizations of employers and workers concerned before determining general policies of implementation and before adopting regulations in pursuance of the terms of this Recommendation.

Text of Recommendation Concerning Employment of Women with Family Responsibilities

The General Conference of the International Labour Organization,

Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Forty-ninth Session on 2 June 1965, and

Noting the fact that in many countries women are working outside their homes in increasing numbers as an integral and essential part of the labour force, and

Noting further that many such women have special problems arising out of the need to reconcile their dual family and work responsibilities, and

Noting that many of these problems, though they have particular relevance to the opportunities for employment of women workers with family responsibilities, also confront other workers and can be substantially alleviated by measures affecting all workers, such as the progressive reduction of daily and weekly hours of work, and

Noting further that many of the special problems faced by women with family responsibilities are not problems peculiar to women workers but are problems of the family and of society as a whole, and

Recognizing that continuous social adaptation is required to meet these problems in a manner consistent with the best interests of all concerned, and

Aware of the need for governments and for all public and private organizations concerned to give consideration to these problems in a broad social, economic and legal context, and

Having decided upon the adoption of certain proposals with regard to the employment of women with family responsibilities, which is the fifth item on the agenda of the session, and

Having determined that these proposals shall take the form of a Recommendation,

adopts this 22nd day of June of the year one thousand nine hundred and sixty-five the following Recommendation, which may be cited as the Employment (Women with Family Responsibilities) Recommendation, 1965:

The Conference recommends that each Member should apply the following provisions as fully and as rapidly as national conditions allow:

I. GENERAL PRINCIPLE

1. The competent authorities should, in co-operation with the public and private organizations concerned, in particular employers' and workers' organizations, and in accordance with national and local needs and possibilities—

(*a*) pursue an appropriate policy with a view to enabling women with family responsibilities who work outside their homes to exercise their right to do so without being subject to discrimination and in accordance with the principles laid down in the Discrimination (Employment and Occupation) Convention, 1958, as well as in other standards relating to women adopted by the International Labour Conference, and

(*b*) encourage, facilitate or themselves undertake the development of services to enable women to fulfil their various responsibilities at home and at work harmoniously.

II. PUBLIC INFORMATION AND EDUCATION

2. The competent authorities should, in co-operation with the public and private organizations concerned, in particular employers' and workers' organizations, take appropriate steps—

(*a*) to encourage such consideration of the problems of women workers with family responsibilities as may be necessary to help these workers to become effectively integrated in the labour force on the basis of equal rights;

(*b*) to undertake or promote such research as may be necessary and feasible into the various aspects of the employment of women workers with family responsibilities with a view to presenting objective information on which sound policies and measures may be based; and

(*c*) to engender broader public understanding of the problems of these workers with a view to developing community policies and a climate of opinion conducive to helping them to meet their family and employment responsibilities.

III. CHILD-CARE SERVICES AND FACILITIES

3. With a view to determining the scope and character of the child-care services and facilities needed to assist women workers to meet their employment and family responsibilities, the competent authorities should, in co-operation with the public and private organizations concerned, in particular employers' and workers' organizations, and within the scope of their resources for collecting information, take such measures as may be necessary and appropriate—

(*a*) to collect and publish adequate statistics on the number of mothers engaged in or seeking employment and on the number and age of their children; and

(*b*) to ascertain, through systematic surveys conducted more particularly in local communities, the needs and preferences for child-care arrangements organized outside the family.

4. The competent authorities should, in co-operation with the public and private organizations concerned, take appropriate steps to ensure that child-care services and facilities meet the needs and preferences so revealed; to this end they should, taking account of national and local circumstances and possibilities, in particular—

(*a*) encourage and facilitate the establishment, particularly in local communities, of plans for the systematic development of child-care services and facilities; and

(*b*) themselves organize as well as encourage and facilitate the provision of adequate and appropriate child-care services and facilities, at reasonable charge or free in case of need, developed along flexible lines and meeting the needs of children of different ages and of their working parents.

5. With a view to safeguarding the health and welfare of the child—

(*a*) child-care services and facilities of all types should comply with standards laid down and supervised by the competent authorities;

(*b*) such standards should prescribe in particular the equipment and hygienic requirements of the services and facilities provided and the number and qualifications of the staff; and

(*c*) the competent authorities should provide or help to ensure the provision of adequate training at various levels for the personnel needed to staff child-care services and facilities.

6. The competent authorities should, with the co-operation and participation of the public and private organizations concerned, in particular employers' and workers' organizations, help to ensure public understanding and support for efforts made to meet the special needs of working parents in respect of child-care services and facilities.

IV. ENTRY AND RE-ENTRY INTO EMPLOYMENT

7. The competent authorities should take all measures in accordance with the Employment Policy Convention, 1964, and the Employment Policy Recommendation, 1964, to enable women with family responsibilities to become or to remain integrated in the labour force as well as to re-enter the labour force.

8. With a view to enabling women with family responsibilities to become integrated in the labour force on a footing of equality, and with a view to facilitating their entry into employment or their re-entry after a comparatively long period of absence, the competent authorities should, in co-operation with the public and private organizations concerned, in particular employers' and workers' organizations, take all measures that may be necessary in the national circumstances—

(*a*) to ensure the provision for girls of general education, vocational guidance and vocational training free from any form of discrimination on the ground of sex;

(*b*) to encourage girls to obtain a sound vocational preparation as a basis for their future work lives; and

(*c*) to convince parents and educators of the need to give girls a sound vocational preparation.

(*Continued on page 757*)

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for six days during June. The Board granted eight applications for certification, ordered one representation vote, and granted one request under Section 61(2) of the Act for review of an earlier decision. The Board also rejected three applications for certification, refused one application for revocation of certification, and denied three requests under Section 61(2) of the Act for review of earlier decisions. During the month the Board received 12 applications for certification, one request under Section 61(2) of the Act for review of an earlier decision, and allowed the withdrawal of four applications for certification.

Applications for Certification Granted

1. The Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of employees of the Canadian Pacific Railway Company employed throughout Canada comprising clerical, non-clerical and manual employees in various offices of the Company's Accounting Department; Motive Power and Rolling Stock Department; Bureau of Safety, Loss and Damage Prevention; Purchasing and Stores Department; Transportation Car Accounting Department; Real Estate Department; General Paymaster's Office; Traffic Department; Piggyback Department; Merchandise Services Department as presently constituted on the Company's Prairie and Pacific Regions westward from the Lakehead; Sleeping, Dining and Parlour Car and News Services Department; and various offices and work places of the Operating Department such as freight offices, freight sheds, station and baggage staffs, yard offices, wharf sheds and offices, ticket offices, and divisional superintendents' offices (L.G. 1963, p. 694).

2. Transport Drivers, Warehousemen and Helpers Union, Local 106 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of truck drivers employed by Transport Frontenac Ltee, Quebec, Que., engaged in the performance of the company's contract with the Post Office Department for the pickup and delivery of Her Majesty's Mail (L.G., May, p. 424).

3. Canadian Maritime Union on behalf of a unit of unlicensed employees employed by Island Shipping Limited aboard the M.V. *Wheat King* and S.S. *Northern Venture* (L.G., June, p. 524).

4. Canadian Union of Public Employees, on behalf of a unit of operations and maintenance employees employed by The Hamilton Harbour Commissioners at the Port of Hamilton, Ont. (L.G., June, p. 524).

5. National Association of Broadcast Employees and Technicians, on behalf of a general unit of employees employed by CHEK-T.V. Limited (a subsidiary of the British Columbia Television Broadcasting System Ltd.), Saanich, B.C. (L.G., June, p. 524).

6. Transportation-Communication Employees Union, System Division No. 7 (formerly The Order of Railroad Telegraphers), on behalf of a unit of dispatchers, reservations agents, passenger agents, payload control agents, and teletypists, employed across Canada by the Canadian Pacific Air Lines, Limited (L.G., July, p. 638).

7. National Association of Broadcast Employees and Technicians, on behalf of a general unit of employees employed at Radio Stations CHLT-AM and CHLT-FM and Television Station CHLT-TV by La Tribune Inc., Sherbrooke, Que. (L.G., July, p. 638). (See also Item 3. "Applications for Certification Withdrawn," below).

8. National Association of Broadcast Employees and Technicians, on behalf of a general unit of employees employed at Radio Station CKTS-AM by the Telegram Printing and Publishing Co. Ltd., Sherbrooke, Que. (L.G. July, p. 638). (See also Item 3, "Applications for Certification Withdrawn," below).

Representation Vote Ordered

Chauffeurs, Teamsters, and Helpers, Local Union No. 395, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Comet Transport Limited, Winnipeg, Man., respondent (L.G., April, p. 341). The voting unit comprised switch tractor drivers, trailer mechanics, dockmen and yardmen. (Returning Officer: C. Arthur Frey).

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

Applications for Certification Rejected

1. Transport Drivers, Warehousemen and Helpers Union, Local 106, General Truck Drivers Union, Local 879, and General Truck Drivers Union, Local 938, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicants, Overnite Express Limited, Hull, Que., respondent, The Association of Ontario Employees of Overnite Express Limited, intervener, and The Association of Quebec Employees of Overnite Express Limited, intervener (L.G., May, p. 423). The application was rejected for the reason that the Board was not satisfied from the evidence produced that the applicants had a majority of the employees in the proposed bargaining unit as members in good standing. In this connection the Board regarded it as a matter of very grave concern that the applicants had submitted application cards for membership in the union to the Investigating Officer in support of their membership claims which cards were purported to have been witnessed by an organizer for the Brotherhood when, in fact, it was admitted in evidence that the said organizer had not been present at the time of the signing of the cards and had not been a witness to their signing.

2. and 3. The Association of Quebec Employees of Overnite Express Limited, applicant, and The Association of Ontario Employees of Overnite Express Limited, applicant, and Overnite Express Limited, Hull, Que., respondent (L.G., May, p. 424 and June, p. 524). These two applications affected units of employees of the company in Quebec and Ontario respectively. They were rejected for the reason that the Board is of opinion that the administration, management and policy of each Association is influenced by the employer, Overnite Express Limited, so that the fitness of each Association to represent employees for the purpose of collective bargaining is impaired, and that accordingly the said Associations may not be certified as bargaining agents of

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for controlling applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents; the writing of provisions—for incorporation into collective agreements—that fix a procedure for the final settlement of disputes concerning the meaning or violation of such agreements; and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported here under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

employees under the provisions of Section 9(5) of the Act, which prohibits the certification of a trade union that is influenced or dominated by an employer.

Applications for Certification Received

1. Canadian Air Line Dispatchers Association, on behalf of a unit of dispatchers employed by Nordair Ltd., Montreal International Airport, Dorval, Que. (Investigating Officer: R. L. Fournier).

2. Brotherhood of Locomotive Engineers, on behalf of a unit of locomotive engineers employed by the Canadian National Railways in Newfoundland (Investigating Officer: R. L. Fournier).

3. Teamsters, Chauffeurs, Warehousemen, Helpers and Miscellaneous Workers, Local 76 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Auto Haulaway Limited, Moncton, N.B. (Investigating Officer: H. R. Pettigrove).

4. Local 955, International Union of Operating Engineers, on behalf of a unit of strip miners employed by The Consolidated Mining and Smelting Company of Canada Limited, at Pine Point, N.W.T. (Investigating Officer: J. D. Meredith).

5. Carmacks & District, Mine & Mill Workers of the International Union of Mine, Mill & Smelter Workers (Canada), Local 1044, on behalf of a unit of employees of Discovery Mines Limited employed at its La Forma Mine at Carmacks, Y.T. (Investigating Officer: J. D. Meredith).

6. National Association of Broadcast Employees and Technicians, on behalf of a unit of satellite tracking station employees employed by E.M.I. Cossor Electronics Limited at St. John's, Nfld. (Investigating Officer: R. L. Fournier).

7. National Association of Broadcast Employees and Technicians, on behalf of a general unit of employees of the Ottawa Valley Television Company Limited employed at CHOV-TV, Pembroke, Ont. (Investigating Officer: S. Emmerson).

8. Canadian Marine Officers Union, on behalf of a unit of marine engineers employed by Porter Shipping Limited, Toronto, Ont., aboard its vessel (Investigating Officer: S. Emmerson).

9. Canadian Marine Officers Union, on behalf of a unit of marine engineers employed by Levis Ferry Limited, Quebec, Que., aboard its ferries (Investigating Officer: R. L. Fournier).

10. Western District Diamond Drillers' Union, Local 1005 of the International Union of Mine, Mill and Smelter Workers (Canada), on behalf of a unit of drillers employed by A. Arsenault Diamond Drilling Co. Ltd., in the Yukon Territory (Investigating Officer: J. D. Meredith).

11. Ready Mix, Building Supply, Hydro and Construction Drivers, Warehousemen and Helpers, Local Union No. 230, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees employed by Amyot Ready Mix Co. Ltd., Hull, Que. (Investigating Officer: G. A. Lane).

12. Local 504, International Longshoremen's and Warehousemen's Union, Canadian Area, on behalf of a unit of longshoremen employed by Island Tug & Barge Limited, Victoria, B.C. (Investigating Officer: J. D. Meredith).

Applications for Certification Withdrawn

1. National Association of Broadcast Employees and Technicians, applicant, with respect to a unit of technical employees of British Columbia Television Broadcasting Limited employed at Station CHEK-TV, Saanich, B.C. The application was superseded by an application covering a more comprehensive unit (L.G., May, p. 424) (see Item 5, "Applications for Certification Granted," above).

2. General Truck Drivers Union Local 938 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Lewis Motorways, Rexdale, Ont., respondent (L.G., July, p. 638).

3. National Association of Broadcast Employees and Technicians, applicant, and La Tribune Incorporated, CHLT-AM, CHLT-FM, CHLT-TV, Sherbrooke Telegram Printing and Publishing Company CKTS Station, Sherbrooke, Que., respondent (L.G., July, p. 638). (Separate applications submitted, see Items 7 and 8, "Applications for Certification Granted," above).

4. International Union of District 50, United Mine Workers of America, Local Union 13946, applicant, and Clarke Traffic Services Ltd. (Newfoundland Steamships (1965) Limited) (Terra Nova Steamship Co. Ltd.), St. John's Newfoundland, respondent (longshoremen) (L.G., July, p. 638).

Application for Revocation Rejected

The Board rejected an application for revocation of certification affecting Colonial Broadcasting System Ltd., St. John's Nfld., applicant, and the National Association of Broadcast Employees and Technicians, respondent (Radio Station VOCM) (L.G. Mar. 1964, p. 213).

Requests for Review under Section 61(2)

1. The Board granted a request by the Canadian Brotherhood of Railway, Transport and General Workers, for the review of the certificate issued on June 30, 1952, to it in respect of a unit of employees of the Canadian National Railways in the offices of the General Freight Claims Agent and District Freight Claims Agent, Montreal, Que. (L.G., May, p. 424).

2. The Board refused a request by the National Syndicate of Longshoremen of Ha! Ha! Bay Inc. for review of the Board's Order issued on June 23, 1955, to it in respect of a unit of longshoremen employed by Saguenay Terminals Limited at Port Alfred, Que. (L.G., July, p. 639).

3. The Board refused a request by The Order of Railroad Telegraphers, System Division No. 7 for review of the Board's decision on January 28, 1965, rejecting an application for certification made by The Order of Railroad Telegraphers, System Division No. 7 in respect of a unit of employees employed by the Canadian Pacific Railway Company (L.G., May, p. 424).

4. The Board refused a request by the British Columbia Television Broadcasting System, Ltd., for review of the Board's Order of June 3, 1965, certifying the National Association of Broadcast Employees and Technicians as the bargaining agent for a general unit of employees of CHEK-T.V. Limited, a subsidiary of the British Columbia Television Broadcasting System Ltd. (see item 5, "Applications for Certification Granted" above). Request received during month.

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During June, the Minister of Labour appointed Conciliation Officers to deal with the following disputes:

1. Compagnie Nationale Air France, Montreal International Airport, and International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (Conciliation Officer: C. E. Poirier).

2. Rio Algom Mines Limited (Nordic Mine) Elliot Lake, Ont., and Local 796 of the International Union of Operating Engineers (Conciliation Officer: T. B. McRae).

3. Hull City Transport Limited and Hull Metropolitan Transport Limited, and Local 591, Amalgamated Association of Street, Electric, Railway and Motor Coach Employees of America (Conciliation Officer: C. E. Poirier).

4. Canadian Pacific Air Lines, Limited, Vancouver, B.C., and Canadian Air Line Flight Attendants Association (Conciliation Officer: D. S. Tysoe).

5. Atomic Energy of Canada Limited, Chalk River, Ont., and Chalk River Atomic Energy Draftsmen, Local 1569 (CLC) (Conciliation Officer: T. B. McRae).

6. Rio Algom Minies Limited (Nordic Mine) Elliot Lake, Ont., and Local 5980 of the United Steelworkers of America (Office and Technical Workers) (Conciliation Officer: T. B. McRae).

Settlements Reported by Conciliation Officers

1. Hamilton Terminal Operators Limited, Hamilton, Ont., and Local 1879 of the International Longshoremen's Association (Conciliation Officer: T. B. McRae) (L.G., July, p. 639).

2. National Harbours Board, Prescott, Ont., and the Civil Service Association of Canada (Conciliation Officer: T. B. McRae) (L.G., July, p. 639).

3. Pacific Inland Express Limited, Vancouver, and Locals 362, 31, 979 and 938 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: D. S. Tysoe) (L.G., June, p. 525).

4. Miller & Brown Ltd., Cranbrook, B.C., and Local 15 of the Office Employees International Union (Conciliation Officer: D. S. Tysoe) (L.G., June, p. 526).

5. Radio Nord Inc. (Station CKRN-TV) Rouyn, Que., and National Association of Broadcast Employees and Technicians (Conciliation Officer: C. E. Poirier) (L.G., May, p. 425).

Conciliation Boards Appointed

1. British Yukon Navigation Company and British Yukon Railway Company (White Pass and Yukon Route) and Local 31 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., May, p. 425).

2. Rio Algom Mines Limited (Nordic Mine) Elliot Lake, Ont., and United Steelworkers of America (L.G., June, p. 526).

3. CKCV (Quebec) Limitee, Quebec City, and National Association of Broadcast Employees and Technicians (L.G., June, p. 526).

4. Atomic Energy of Canada Limited, Chalk River, Ont., and The Atomic Energy Allied Council (L.G., May, p. 425).

Conciliation Boards fully Constituted

1. The Board of Conciliation and Investigation established in May to deal with a dispute between Canadian National Hotels Limited (Chateau Laurier Hotel, Ottawa) and Canadian Brotherhood of Railway, Transport and General Workers (L.G., July, p. 640) was fully constituted in June with the appointment of W. H. Dickie of Toronto, as Chairman. Mr. Dickie was appointed by the Minister on the joint recommendation of the other two members of the Board, J. W. Healy, Q.C., of Toronto, and F. K. Eady of Ottawa, who were previously appointed on the nomination of the company and union, respectively.

2. The Board of Conciliation and Investigation established in May to deal with a dispute between TransAir Limited, Winnipeg International Airport, and Canadian Air Line Flight Attendants Association (L.G., July, p. 640) was fully constituted in June with the appointment of A. S. Dewar, Q.C., of Winnipeg, as Chairman. Mr. Dewar was appointed by the Minister on the joint recommendation of the other two members of the Board, H. B. Monk, Q.C., and Art Coulter, both of Winnipeg, who were previously appointed on the nomination of the company and union respectively.

Board Report Received

National Harbours Board, Port of Montreal, and National Syndicate of Employees of the Port of Montreal (CNTU) (L.G., July, p. 640). The text of the report is reproduced below.

Industrial Inquiry Commission Appointed

United Grain Growers Ltd.; Pacific Elevators Limited; Alberta Wheat Pool; Saskatchewan Wheat Pool; and Burrard Terminals Limited, Vancouver, and Local 333, Grain Workers Union, International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America (L.G., June, p. 526). The union struck the operations of Alberta Wheat Pool at 12 noon on June 2 and Dr. G. Neil Perry of Vancouver was appointed as Industrial Inquiry Commission by the Minister on June 7.

Work Stoppage

National Harbours Board, Port of Montreal, and National Syndicate of Employees of the Port of Montreal (CNTU) (see above). Employees walked out on June 16 during Conciliation Board hearings and the Board report was received by the Minister on June 21. C. E. Poirier, Montreal Chief Conciliation Officer, is continuing mediation of dispute.

Report of Board in Dispute between

National Harbours Board, Montreal

and

National Syndicate of Employees of the Port of Montreal

(*Translation*)

The first sitting of the Board of Conciliation and Investigation established on April 7 was held in Montreal on June 1. A second sitting was held on June 7. At the latter sitting, one of the main points at issue between the parties was discussed—should there be three agreements for three units (1) general operation; (2) grain elevators; (3) cold storage warehouse, for which the Syndicate had obtained from the Canada Labour Relations Board three certification certificates as bargaining agent of the employees in the unit.

The Syndicate asked that only one agreement be made for the three certified units.

That, we learned then, was one of the most important basic issues, and both parties held their respective position.

We understood that the employer was using a legal argument to have three agreements since there were three certificates for three units.

We also understood that seniority and its effect on promotions, layoffs, etc. . . . between the three units, is also a basic issue.

(*Continued on page 757*)

During June, the Minister of Labour received the unanimous report of the Board of Conciliation and Investigation established to deal with a dispute between National Syndicate of Employees of the Port of Montreal (CNTU) and National Harbours Board, Montreal.

The Board was under the chairmanship of His Honour Judge Paul Hurteau of Montreal. He was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, M. A. Harrison of Ottawa, and Robert Sauve of Montreal, nominees of the company and union, respectively.

The text of the report is reproduced here.

Legal Decisions Affecting Labour

British Columbia Supreme Court rules that an ex-employee is bound by the restrictive covenant in a collective agreement

In British Columbia, the Supreme Court (in Chambers) restrained the business activities of an ex-employee of a dry-cleaning firm on the grounds that he was bound by a restrictive covenant of the collective agreement incorporated by implication in his contract of service.

On February 5, 1965, Mr. Justice Dryer of the British Columbia Supreme Court (in Chambers) ordered an ex-employee of Nelsons Laundries Limited to comply with the restrictive covenant in a collective agreement between the company and the union of which the ex-employee was a member.

Mr. Justice Dryer held that, where it is evident that a contract of service incorporates by implication the terms of a collective agreement, the employer and employee are bound by it. He stated that a restrictive covenant is enforceable if it does not offend against reasonableness and public policy.

Nelsons Laundries Limited operates a laundry and dry-cleaning business in Vancouver, B.C. Manning, the defendant, was employed by the company from October 11, 1955, to December 16, 1964, when he was discharged for cause from his job as a retail driver-salesman.

While employed by Nelsons, Manning was a member of the Vancouver and District Laundry and Dry Cleaning Salesmen's Union No. 334 (CLC), which was the certified bargaining agent for the retail driver-salesmen, among others. At the time Manning was discharged, there was a collective agreement in force between the union and the company dated May 1, 1964, and to continue in effect until April 30, 1967.

The collective agreement contained the following clause (Section 5 of Art. 9):

> The union and each employee covenant and agree with the company that for a period of six (6) months after the termination of the said relationship of Employer and Employee for any cause or reason whatsoever, the Employee will not either himself or for any other person, firm, corporation or association, either directly or indirectly, wait on, call on or solicit patronage, trade or custom for laundry, dry-cleaning work or any services rendered by the Company, from any one of the patrons, customers or agents of the Company with whom the employee may have dealt during his service with the Company.

Following his discharge, Manning solicited business from some of the customers whom he had served during his employment with Nelsons—and he asserted his right and intention to continue to do so. The company applied to the Court for an injunction to restrain Manning from soliciting these "patrons, customers or agents" until trial of the action.

Manning contended that he was not a party to the collective agreement between the union and the company, and was not bound by its terms. To support his contention, he cited, among others, the case of *Young v. Can Nor. Railway* (1931) 1 WWR 41, (1931) AC 3, 100 LJPC 51, 37 CRC 421, affirming (1930) 1 WWR 446, 38 Man R 485, 36 CRC 3399.

Mr. Justice Dryer noted that in the *Young* case, the appellant, who had been employed as a machinist by the railway company, sued his former employer in an effort to enforce a provision of a document called "Wage Agreement No. 4," the parties to which were the Canadian railway war board, and division No. 4, railway employees department, American Federation of Labour, of which union Young was not a member. This Wage Agreement No. 4 was evidently somewhat similar to what is now termed a collective agreement. The Judicial Committee of the Privy Council (at p. 52) held that:

(a) the true question was "whether . . . the contract for service which existed between himself and the railway company included terms by which the railway company either bound itself to the appellant to observe the provisions of Wage Agreement No. 4, or bound itself to the appellant to observe provisions similar to those contained therein," and

(b) the fact that the railway company had applied the provisions of Wage Agreement No. 4 to all its employees did not necessarily indicate that it was contractually bound to the plaintiff because it may have done so simply as a matter of policy; and (at pp. 53-4)

(c) "When Wage Agreement No. 4 is examined, it does not appear to their Lordships to be a document adapted for conversion into or incorporation with a service agreement, so as to entitle master and servant to enforce *inter se* the terms thereof. It consists of some 188 'Rules', which the railway companies contract with Division No. 4 to observe. It appears to their Lordships to be intended merely to operate as an agreement between

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

a body of employers and a labour organization by which the employers undertake that as regards their workmen, certain rules beneficial to the workmen shall be observed. By itself it constitutes no contract between any individual employee and the company which employs him. If an employer refused to observe the rules, the effective sequel would be, not an action by any employee, not even an action by Division No. 4 against the employer for specific performance or damages, but the calling of a strike until the grievance was remedied."

In the opinion of Mr. Justice Dryer, the passage last quoted contains two ideas: (1) that Wage Agreement No. 4 was not "adapted for conversion into or incorporation with a service agreement;" and (2) that "if an employer refused to observe the rules the effective sequel would be, not an action . . . but the calling of a strike . . ."

In Mr. Justice Dryer's view, it is difficult to determine whether these two ideas are intended to be dependent one upon the other, i.e., whether their Lordships held that Wage Agreement No. 4 was not adapted for conversion into or incorporation with a service agreement because of its form and content, or whether they so found because of the principle embodied in the later statement that the agreement was not enforceable in the courts.

If their finding, Mr. Justice Dryer continued, was based upon the form and content of Wage Agreement No. 4, it would have no application to the case at bar, since, in his opinion, the form and content of the collective agreement in the case at bar was such that it could be adapted for incorporation with a service agreement. In fact, very few of its provisions were unsuitable for that purpose.

If, on the other hand, the finding of the Judicial Committee of the Privy Council in the *Young* case that Wage Agreement No. 4 was not "adapted for conversion into or incorporation with a service agreement" was based upon something outside Wage Agreement No. 4, which lead them to say "if an employer refused to observe the rules the effective sequel would be not an action . . . but the calling of a strike . . .," its application to the case at bar needs to be further considered. The principle there stated was then current and had been stated earlier by Fullerton, J.A. of the Manitoba Court of Appeal in dealing with the same case when he said at p. 451:

> I am satisfied that so-called wage agreements entered into between workmen's unions and employers are never intended by the parties to be legally enforceable agreements. If employers do not live up to the terms of their agreements, their workmen may apply for a Board of Investigation under the Industrial Disputes Investigation Act, RSC, 1927, ch. 112 (now the Industrial Relations and Disputes Investigation Act, RSC, 1952, ch. 152) and failing a satisfactory adjustment may go on strike, but in my opinion they cannot enforce the terms of such agreements through the Courts.

It is to be noted, Mr. Justice Dryer added, that this principle is based upon the proposition that the parties to "wage agreements" did not intend them to be enforced "through the courts." This is not the case today. Since enactment of legislation providing machinery for negotiation and filing of collective agreements, and penalties for failure to observe them, and the development of industrial relations practices thereunder, collective agreements have become and are accepted as agreements which do create obligations enforceable at law. (*Hume and Rumble Ltd. and Peterson Elec. Const. Co. v. Local 213 of Int. Brotherhood of Elec. Workers* (A.F. of L.) (L.G. 1954, p. 1300).

The concept that the parties to collective agreements did not intend them to be enforced in the courts is more readily understood when one realizes that at that time, before the enactment of labour relations legislation had provided a new statement of public policy, a trade union might still be considered to be, at law, an illegal society incapable because of its illegality of maintaining an action in court, and a collective agreement might still be considered to be, at law, an unreasonable restraint of trade and hence unenforceable: *Polakoff v. Winters Garment Co.* (1928) 62 OLR 40.

Mr. Justice Dryer stated further that he was by no means satisfied that collective agreements cannot be enforced, in the absence of an express agreement to the contrary, by and against the employees covered by them.

The legislation referred to provides for certification of trade unions upon proof of representation by them of a majority of the employees concerned, and it empowers trade unions so certified to bargain on behalf of employees in the bargaining unit, whether they are members of the union or not. This was not the case in 1931. It may have been appropriate then to leave a non-member with no remedy, as is suggested by the Judicial Committee of the Privy Council at p. 54 of their judgment, but it would not be so today.

Since the enactment of such legislation, it has come to be accepted that a collective agreement is entered into by a union on behalf, not only of itself, but also of the employees it represents. This community of obligations is recognized in secs. 20 and 21 of the Labour Relations Act, RSBC, 1960, ch. 205, but also exists quite independently of specific legislative provisions, and if, as agent for employees represented by it, a union commits them to do or refrain from doing any act after their employment is terminated, the law should enforce performance.

Mr. Justice Dryer concluded that in view of the wording of Sec. 5 of Art. 9 of the collective agreement (already quoted), it would be difficult to argue successfully that the parties did not intend this agreement to impose obligations and rights on the employees concerned.

The company contended that, apart from other considerations, Manning was bound by the restrictive covenant in question by reason of the provisions of Sec. 20 of the Labour Relations Act.

As to Manning's contention that he was no longer an employee, the company claimed that the obligation to perform this restrictive covenant was taken on by Manning while he was an employee, and if rights or obligations attach to an individual while he is an employee, they continue after employment ceases to the extent required by the exercise of performance of such rights or obligations.

In Mr. Justice Dryer's view, there is much to be said for this point of view. To arrive at a decision in this case, however, it was not necessary to decide whether a collective agreement as such is enforceable against the employees as distinguished from the union. The question before the court was rather whether the contract of service between the company and Manning contained the term of Sec. 5 of Art. 11 of the collective agreement. In Mr. Justice Dryer's view, it did, at least by implication. In *Scammell and Nephew Ltd. v. Ouston* (1941) AC 251 it was stated:

> The object of the Court is to do justice between the parties, and the Court will do its best, if satisfied that there was an ascertainable and determinate intention to contract, to give effect to that intention, looking at substance and not mere form.

In the case at bar there was a contract of service between the company and Manning. The question was, What were its terms? In the absence of some evidence to indicate a contrary stipulation, Mr. Justice Dryer found that the terms were those of the collective agreement that dealt with the rights and obligations that were to subsist between the employer and the employee.

The defendant, Manning, contended that the restrictive covenant was void because: (a) it was unreasonable; and (b) it was too vague.

In the opinion of Mr. Justice Dryer, good consideration for the restrictive covenant can be found in the employment and in the interest of each employee in his right to succeed to other routes.

The restrictive covenant prohibits the defendant from soliciting the patronge of the patrons, customers or agents of the employer with whom he "may have dealt during his service with the company." This, in Mr. Justice Dryer's view, was not a vague provision and it did not contain the element of ambiguity; further, the covenant in the case at bar was not unreasonable. The provision was limited to the customers of the company with whom Manning did business during his term of employment; and the covenant was limited to a period of six months.

There can be no doubt, Mr. Justice Dryer continued, that the personal relationship existing between a driver-salesman and the persons on whom he calls can effect the transfer of business to a new employer if the driver-salesman changes his place of employment. If other factors, such as quality of laundering, are equal, the personal relationship could be decisive. Such a transfer would be damaging not only to the employer but also to the remaining employees who have a right under their collective agreement to transfer to the route in question.

Regarding the question of public interest, Mr. Justice Dryer could not see how it could be injuriously affected by this restrictive covenant. There was no suggestion that there was a shortage of persons ready, willing and able to be employed by the company to service the customers in question.

Mr. Justice Dryer, in allowing the company's motion to enforce against an ex-employee of the company a restrictive covenant in the collective agreement made between the company and the union of which the employee was a member, ordered the defendant, Manning, to restrain from soliciting "patrons, customers or agents" as provided in the collective agreement. *Nelsons Laundries Ltd. v. Manning* (1965) 51 WWR, Part 8, p. 493.

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Industrial training boards set up in Britain under the Industrial Training Act 1964 (L.G., 1963, p. 238) are empowered to raise a levy from employers in their respective industries to provide the means to meet their administrative costs, relieve the cost of training for employers by paying grants to those whose training conforms to the standards laid down by the boards, and to further education of which they approve.

The Act, however, gives anyone on whom an assessment levy has been made the right to appeal to special tribunals set up for that purpose.

Hearings before the tribunals are in private unless the tribunal decides, at the request of the appellant, to hold a public hearing. Both the appellant and the board against which the appeal is made may attend the appeal and be represented by a lawyer or other person.

Recent Regulations, Federal and Provincial

First regulations under new Canada Labour (Standards) Code issued by the federal Government. Nova Scotia revises new general minimum wage order concerning standards of overtime

The first general regulations to be issued under the Canada Labour (Standards) Code, established a minimum wage of $1 an hour for employees under 17, and prescribed the conditions for averaging hours of work in the federal industries. They also set out requirements with respect to deductions for board and lodging, annual vacations, and general holidays.

A new general minimum wage order in Nova Scotia made no change in rates, but permits employers to pay one and one-half the minimum rate, rather than one and one-half the regular rate, for hours in excess of 48 in a week until a further order of the Minimum Wage Board.

Other new regulations increased minimum wage rates for employees in industrial camps in Alberta, and for taxicab drivers in Manitoba.

Canada Labour (Standards) Code

General regulations under the Canada Labour (Standards) Code, the labour standards law applying to employment in industries under federal jurisdiction that became effective July 1, prescribe the conditions for averaging hours of work, and deal with a number of other matters relating to the minimum wage and the requirements regarding annual vacations and general holidays.

They also name the medical, dental, architectural, engineering and legal professions as professions to which the Act will not apply. The regulations, the first to be issued under the new Code, were approved June 18 and gazetted June 25.

Hours of Work

The general rule in the Code is that hours of work in excess of eight in a day, and 40 in a week, must be paid for at the rate of one and one-half times the regular rate of pay. Where the nature of the work necessitates irregular distribution of an employee's hours of work, and averaging is allowed in accordance with the regulations, the hours of work for which an overtime rate has to be paid are not calculated on a daily or weekly basis, but at the end of the averaging period.

Averaging is permitted for (1) employees who do not work regularly scheduled daily or weekly hours and (2) employees who work regularly scheduled hours that vary in number from time to time.

Where these circumstances prevail, an employer may select an averaging period of 13 weeks or less, and the standard hours of work (being the hours for which the regular rate of pay may be paid) are the number of weeks so selected, multiplied by 40 (520 for a 13-week period).

An overtime rate of one and one-half times the regular rate must be paid at the end of the averaging period for all hours worked in excess of standard hours. Any hours for which an employer has already paid a premium rate of at least one and one-half times the regular rate, by virtue of custom or agreement, may be deducted from the hours for which he is required to pay the overtime rate under these regulations.

The total hours that may be worked by an employee in an averaging period are the product of the number of weeks in the period multiplied by 48 (624 for a 13-week period). Under Section 9 of the Act, the Minister of Labour may, by permit, authorize longer hours to be worked than the maximum for the period, and under Section 10, the maximum may be exceeded for emergency work.

In calculating the number of hours an employee has worked in the averaging period, if he has been granted a general or other holiday with pay or a day of annual vacation in the period, these are considered as days worked. The number of standard hours and the number of total hours in the averaging period are reduced by eight hours for every such day (by not more than 40 hours for a full week of annual vacation).

When termination of employment takes place during an averaging period, an employee is not entitled to overtime pay if he has terminated his employment of his own accord. If his employment has been terminated by the employer, he is entitled to overtime pay for any hours worked in excess of an average 40-hour week over the period he has worked. Thus the averaging period becomes, for the purpose of calculating overtime in these circumstances, that part of the averaging period he has worked.

To adopt an averaging period of 13 weeks or less, an employer does not require approval, but must notify the Director of Labour Standards, Department of Labour, Ottawa, of the averaging period he has adopted. If he requires a longer period than 13 weeks to provide for the period in which fluctuations take place—for example, 26 or 52 weeks—he has to obtain the approval of the

Minister of Labour for the length of the averaging period. The same conditions will apply as to a period of 13 weeks or less.

Where an employer has adopted an averaging plan for the purposes of meeting the requirements of Part I of the Act, he is required to post clear information concerning the plan in effect in a place where it may be seen by the employees affected.

The one-day's-rest-in-seven rule laid down in the Code need not be applied during an averaging period. The regulations further provide that when hours in excess of 48 in a week are permitted under Section 9 of the Act, the permit may allow an exception from the rule and may prescribe alternative periods of rest.

Employment of Persons Under 17 Years

The Code provides that boys and girls under 17 years of age may be employed in federal industries only as permitted by regulations. The regulations authorize the employment of persons under the age of 17 years as long as such a person is not required to be in attendance at school under the laws of his province, and the work in which he is to be employed is not carried on underground in a mine, or in contravention of the Explosives Regulations, the Atomic Energy Control Regulations, or the Canada Shipping Act, relating to persons of his age, or is not work that is likely to be injurious to his health or to endanger his safety.

Night work (that is, work between 11 p.m. and 6 a.m.) is not permitted for employees under 17.

The minimum wage rate that must be paid to an employee under 17 is $1 an hour, unless a lower rate is authorized because he is being trained on the job.

Employees Being Trained on the Job

The minimum wage of $1.25 an hour required by the Act, or $1 an hour required by the regulations for persons under 17, will not apply to registered apprentices who are being paid in accordance with a schedule of rates established under a provincial apprenticeship Act.

In the case of other training plans, if the employer establishes to the Minister's satisfaction that the employees are being given training by a qualified person in preparation for employment at a higher rate than the minimum established by the Act, a rate less than the minimum rate may be paid, so long as the rate being paid is considered appropriate by the Minister.

Value of Board and Lodging

The monetary value to be placed on any board, lodging or other remuneration, excepting money received by an employee in respect of his employment, is to be the amount agreed upon between the employer and the employee; but where there is no agreement, the Minister may determine the amount, and he may also determine the amount where he finds that the amount agreed upon unduly affects the wages of the employee.

Where board or lodging, or both, are provided by or on behalf of an employer, and the arrangement is accepted by the employee, the amount by which the minimum wage may be reduced for any pay period is not to exceed 50 cents for each meal, and 60 cents for each day's lodging.

Method of Calculating Normal Pay

The general principle is laid down in the Code that, for a general holiday, an employee is to receive his normal pay. In the case of an employee whose wages are calculated on a daily or hourly basis, it is to be at least the equivalent of his regular rate of wages for his normal hours of work and, in the case of an employee not paid on a time basis, at least the equivalent of the wages he would have earned at his regular rate of wages for his normal working day.

The regulations lay down two rules, either of which may be applied, for determining what is normal pay where there is difficulty in making the determination: (1) it may be either the average of an employee's daily earnings, exclusive of overtime for the days he has worked in the four-week period immediately preceding the general holiday; or (2) an amount calculated by a method agreed upon under, or pursuant to, a collective agreement.

Annual Vacations

The regulations respecting annual vacations are substantially the same as those in effect under the Annual Vacations Act that was repealed when Part III of the Code came into force (L.G. 1958, p. 1159).

A new provision modifies the general rule in the Code that an employee is to receive his vacation pay at least one day before the beginning of his vacation. The regulations now provide that where it is the custom to pay vacation pay on the regular pay day during or immediately following the vacation, the employer may continue to do so.

Alberta Labour Act

A new order governing hours of work and minimum wages for workers in the lumber and logging industry, highway construction, and day labourers' camps in rural districts, has been issued by the Alberta Board of Industrial Relations. The order was gazetted on June 15 as Alta. Reg. 288/65 and came into force July 1. It replaces Alta. Reg. 531/62.

Under the new order, the minimum hourly rate has been increased from 75 cents to 85 cents, effective July 1, with provision for further increases to 95 cents on January 1, 1966, and to $1 on July 1, 1966 to bring rates up to those set in the General Order (180/65).

In line with previous practices, employees in camps are permitted to work longer hours at straight-time rates than employees in urban centres, but the monthly maximum is to be reduced from 208 hours to 191, effective January 1, 1966 when the 44-hour standard week goes into effect throughout the province. The maximum daily limit at straight-time rates remains at 10 hours.

The maximum amounts that may be deducted from the minimum wage for board and lodging, furnished as part payment of wages, have also been increased to those set in the General Order and are as follows: $6 for 21 meals in a seven-day week; $5.25 for 18 meals in a six-day week; 35 cents for single meals; $3 for a full week's lodging; and 50 cents per day for lodging for less than one week.

Manitoba Construction Industry Wages Act

In Manitoba, a schedule setting minimum wages and maximum hours at regular rates for employees in the heavy construction industry was gazetted as Man. Reg. 47/65 on June 12 and went into force on July 1.

The minimum now payable throughout Manitoba for crane operators hoisting on building construction and demolition is $2.25 an hour. Mechanics and welders on heavy equipment and dragline, shovel, backhoe, clamshell, grade-all and piledriver operators must be paid at least $1.80 an hour. Truck drivers and operators of equipment and tractors with attachments not otherwise specified are to receive at least $1.50 an hour. A minimum of $1.40 an hour is set for labourers and other persons working in unclassified jobs. The minimum for watchmen and flagmen is $1.05 an hour.

The above minimum rates are based on a regular work week of 60 hours and time-and-one-half the regular rate must be paid for all hours worked in excess of the standard weekly hours. After November 1, 1965 employees in Metropolitan Winnipeg will be entitled to the overtime rate after 48 hours in a week.

Manitoba Taxicab Act

A regulation under the Manitoba Taxicab Act, increasing the minimum wages of taxicab drivers, was gazetted on June 5 as Man. Reg. 45/65.

Under the new provisions, a driver hired by the week, who regularly works at least nine hours a day for six days in a week, must now be paid a minimum wage of $45 a week, plus 80 cents an hour for each hour on duty in excess of 54, or 40 per cent of his gross intake for the week, whichever is greater. Previously, the minimum was $40 a week, plus 75 cents an hour for hours in excess of 54 in a week, or 40 per cent of the gross receipts, whichever was greater.

A driver hired other than on a weekly basis must now receive a minimum of $2.40 for each day on duty, with an additional 80 cents for each hour in excess of three hours. Formerly, the minimum for drivers in this category was $2.10 a day, plus 70 cents for each hour in excess of three.

New Brunswick Minimum Wage Act

The New Brunswick Minimum Wage Board has issued another deferment order for employees in nursing homes and homes for the aged, postponing the application of the minimum wage order for the service industries to these employees until December 31, 1965 pending further study and research.

The minimum wage order for the service industries (No. 5) set a minimum wage of 65 cents an hour, effective January 1, 1965 with provision for an increase to 70 cents an hour on July 1, 1965.

Nova Scotia Minimum Wage Act

A new General Minimum Wage Order issued by the Nova Scotia Minimum Wage Board was gazetted on June 9 and came into effect on June 19. This Order replaces the General Order gazetted February 10 (L.G. April p. 348).

There has been no change in minimum rates, but the provision requiring the payment of time and one-half the regular rate for hours in excess of 48 in a week has been suspended until further order of the Board. In the meantime, employers are permitted to pay one and one-half the minimum rate for overtime work.

There are also more exemptions from the requirement to pay the overtime rate. Service station operators who, under the Gasoline Licensing Act, must remain open on Saturdays, Sundays, holidays and evenings, are not required to pay the overtime rate for the weeks they are so required to remain open.

Also, watchmen, janitors or building superintendents, and ambulance drivers may be paid at the minimum rate for hours worked in excess of 48 in a week. The overtime rate for transport industry employees required to be away from their home base overnight, is changed from time and one-half the regular rate to time and one-half the minimum rate for hours in excess of 96 in any two consecutive weeks.

The rate for work on a holiday has also been changed to time and one-half the minimum rate rather than time and one-half the regular rate, with the added alternative of time off equivalent to one and one-half times the hours worked on the holiday. Hospital workers, as well as employees in a motel, hotel, restaurant, or tourist industry, may now be paid the straight-time rate for work on a holiday.

The new Order removes the exemption previously granted forest firefighters subject to the Lands and Forests Act, and persons covered by collective agreements, or on whose behalf collective agreements are being negotiated or have been concluded as a result of negotiations conducted in 1965. A new provision specifically excepts salesmen whose hours are not controlled by the employer, and persons employed at a public playground or summer camp operated on a non-profit basis.

The call-in provision has been reworded to provide that the rate payable is the minimum straight-time rate, and to exempt from application of the provision ambulance drivers, firemen, policemen and hospital employees required to work in an emergency.

Under the new Order the ceiling on the maximum number of inexperienced employees in a working force has been raised from 25 per cent to 60 per cent for hotel, motel, restaurant, or tourist resort operators during the summer months. The prohibition against charging employees for the purchase and upkeep of uniforms has been relaxed to permit employers to make charges or deductions from the minimum wage for the cost of dry cleaning uniforms, made of woollen or similar heavy material.

Instead of semi-monthly payment of wages, the new Order provides that wages are to be paid in accordance with the practice of the employment at regular intervals, not exceeding monthly.

Labour Day Messages

(Continued from page 690)

It becomes increasingly evident that the most essential legislation required by all Canadian labour in this period of time—characterized by economists as days of industrial revolution—is a constructive, positive manpower policy directed to selective training and placement not only of displaced workers, but also of those new recruits coming to the labour field from our schools and colleges.

Organized labour welcomes the introduction of the Canada Labour (Standards) Code as a positive approach to the challenge of automated industry, and stands prepared to co-operate to the fullest extent in implementing the intent of this legislation.

We also appreciate the long overdue Canada Pension Plan, and look forward to the day when the health of all workers and their dependants will be protected by adequate medicare coverage.

Let us then, on this Labour Day, dedicate ourselves to continue to work together, through joint discussions and consultations at all levels, to obtain for our people those things they most earnestly desire—security of employment and an adequate standard of living above all.

National Incomes Commission

(Continued from page 706)

arguments against an attempt to break up the existing national negotiating machinery, which effectively determines increases for some 3,000,000 workers.

The Commission thinks that the Engineering Employers' Federation was probably right in claiming that the alternative to the settlement was an industrial dispute of major proportions leading to a Court of Inquiry and a compromise, and that this might have been even less satisfactory in the national interest than the settlement that was actually made.

The Commission says that it wishes to remove misunderstanding about its attitude to a reduction in the hours of the standard work week. It points out that such a reduction is undoubtedly one of the ways in which the workers can claim their rightful share in the growth of national productivity, but it is in itself a claim for higher wages per hour worked. As such it should follow the incomes policy rules that are applicable to all claims for wage increases.

(Two earlier reports released by the British National Incomes Commission were reviewed in the July and October 1963 issues of the Labour Gazette.—ED)

Monthly Report of Placement Operations of the National Employment Service

Number of placements in June was 113,900, an increase of 4.4 per cent over June 1964, and 4.8 per cent above June averages in past five years. Second highest total for June since 1945

Placements of workers by local offices of the National Employment Service in June numbered 113,900, an increase of 4.4 per cent over June, 1964. This was the second highest June total since 1945, and 4.8 per cent above the average for June in the previous five years.

While the total of placements reported was the same as in the previous month, June this year contained two more working days than May. When allowance is made for this, there has been no change in the usual pattern of placements in June over May.

The regional distribution of June placements, and the percentage change from June 1964 were:

Atlantic	8,000	+ 0.8
Quebec	26,000	— 6.2
Ontario	38,400	+ 5.5
Prairie	24,100	+ 6.7
Pacific	17,300	+20.0
CANADA	113,900*	+ 4.4

The large percentage increase in the Pacific region reflected a high level of placement activity in the manufacturing, construction and agricultural sectors.

Regular placements (those with an anticipated duration of more than six working days) totalled 81,000, an increase of 6.5 per cent over the June 1964 figure. The proportion of regular placements to all placements increased to 71.0 per cent from 69.6 per cent in June 1964.

The cumulative total of all placements for the first half of 1965 totalled 562,000, an increase of 4.5 per cent over the same period in 1964. This is the second highest figure for the period since 1945.

The regional distribution of cumulative totals, and the percentage change from 1964 were:

Atlantic	41,000	+ 1.7
Quebec	157,400	— 3.0
Ontario	193,100	+ 6.1
Prairie	104,700	+ 4.7
Pacific	65,700	+22.8
CANADA	562,000	+ 4.5

Male placements at 79,300, increased by 6.5 per cent over June 1964. Regular placements of men increased by 9.7 per cent and accounted for almost the entire gain in total placements.

Regional distribution of male placements, and the percentage change from 1964 were:

	June 1965		January-June 1965	
Atlantic	5,700	+ 3.2	28,500	+ 1.4
Quebec	19,000	— 4.8	115,600	— 2.4
Ontario	25,900	+ 7.4	132,200	+ 8.6
Prairie	17,600	+ 8.7	73,500	+ 6.2
Pacific	11,200	+28.1	44,700	+31.0
Canada	79,300*	+ 6.5	394,500	+ 6.2

Female placements amounted to 34,500, virtually unchanged from June 1964. Increases were recorded in Ontario, Prairie and Pacific regions, but offsetting decreases in the Atlantic and Quebec regions produced a reduction of 0.3 per cent.

The regional distribution of female placements, and the percentage change from 1964 were:

	June 1965		January-June 1965	
Atlantic	2,300	—4.6	12,600	+2.4
Quebec	7,000	—9.6	41,900	—4.5
Ontario	12,600	+1.8	60,900	+1.1
Prairie	6,600	+1.7	31,200	+1.2
Pacific	6,100	+7.5	20,900	+8.3
Canada	34,500*	—0.3	167,500	+0.6

Placements involving the movement of workers from one area to another totalled 5,100, unchanged from June 1964.

Employers notified the local offices of the National Employment Service of 145,000 vacancies in June. This was an increase of 7.5 per cent over June 1964, and 14.7 per cent over the average for the month during the previous five years.

The increase in demand was common to all regions except Quebec, and applied to jobs for both male and female workers. The 96,400 vacancies for men was an increase of 10.1 per cent over the total for June last year, and the 48,600 female vacancies was an increase of 2.9 per cent. The cumulative total for January-June 1965 was 745,600. This was an increase of 6.7 per cent over the corresponding period in 1964, and the highest number recorded for any comparable period since 1947.

*Imbalances are the result of rounding.

Monthly Report on Operation of the Unemployment Insurance Act

At end of May, total of claimants for benefits was 8 per cent smaller than total year earlier. Number of initial, renewal claims during month was 11,900 below total in May last year

Claimants for unemployment insurance benefit on May 31 numbered 229,500, a figure about 20,000, or approximately 8 per cent, below the total a year earlier. The total on April 30 was 462,900, of whom 145,100 were seasonal benefit claimants. The May 31 figure represents regular claimants only, since seasonal benefit was not payable to persons who became unemployed after May 15.

Both this year and last year, women made up a third of the May 31 total. This is a marked change from the end of April, when a quarter of the claimants were women. The decline in the proportion of male claimants during May is associated with the seasonal increase in activity in sections of the economy, such as construction, where employees are almost all men.

Initial and Renewal Claims

There were 93,300 initial and renewal claims during May, compared with 105,200 a year earlier. In April the total was 150,800. The decline during May is partly attributable to the cutting-off of seasonal benefit payments in the middle of the month.

About 75 per cent of the new claimants during May, compared with 70 per cent in April, were persons who had become unemployed during the month.

Beneficiaries and Benefit Payments

The average weekly number of beneficiaries was estimated at 324,300 for May, 435,300 for April and 340,300 for May 1964.

Benefit payments amounted to $31,700,000 in May, $43,300,000 in April and $33,100,000 in May 1964. Part of the decline in May was due to the termination of seasonal benefit payments on May 15.

The average weekly payment was $24.40 in May, $24.87 in April and $24.33 in May 1964.

Insurance Registrations

On May 31, insurance books or contribution cards had been issued to 3,241,645 employees who had made contributions to the Unemployment Insurance Fund since April 1, 1965.

On the same date, registered employers numbered 342,297, an increase of 1,326 since April 30.

Enforcement Statistics

During May, 9,703 investigations were conducted by enforcement officers across Canada. Of these, 6,594 were spot checks of claims to verify the fulfilment of statutory conditions, and 583 were miscellaneous investigations. The remaining 2,526 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions were begun in 244 cases, 78 against employers and 166 against claimants.*

Punitive disqualifications as a result of false statements or misrepresentations by claimants numbered 1,005.*

Unemployment Insurance Fund

Revenue received by the Unemployment Insurance Fund in May totalled $30,743,-561.80,† compared with $26,498,308.44† in April, and $28,647,547.72 in May 1964.

Benefits paid in May totalled $31,697,-100.37,† compared with $43,320,042.62† in April, and $33,117,216.60 in May 1964.

The balance in the Fund on May 31 was $22,721,490.23,† on April 30 it was $22,037,-228.40,† and on May 31, 1964, there was a *debit* balance of $30,658,443.93.

* These do not necessarily relate to the investigations conducted during this period.

† All figures for May and April 1965 are taken from an interim statement, and are subject to amendment.

A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is made. As a result, the court of claimants at any given time inevitably includes some whose claims are in process. Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants."

Decisions of the Umpire under the Unemployment Insurance Act

Decision CUB 2472, March 11, 1965

(*Translation*)

Summary of the Main Facts—A claim for benefits was filed by the claimant on August 28, 1964. He had last worked as a labourer from March 1964 to August 19, 1964. He stated that he had stopped working because of the strike, had unsuccessfully tried to cross the picket line, had stopped paying his union dues, and now belonged to the *Comité de bonne entente,* or goodwill committee.

There was no collective agreement in effect between employer and union when, on January 23, 1964, the union was recognized by the Labour Relations Board (Commission des Relations Ouvrières) of the Province of Quebec as the negotiating agent for all wage-earning employees of the company except office employees, foremen and employees of higher standing. Negotiations were started, but when they failed to achieve results, the trade union requested and was granted the help of a Department of Labour conciliator.

On August 18, 1964, the employer notified the union that he would not be present at the meeting slated for August 20, 1964 because the union no longer represented the majority of employees. The employer said he had discovered that 88 out of the 106 employees concerned were no longer trade union members, but belonged to the *Comité de bonne entente,* or goodwill committee, and that it would therefore be unrealistic to pursue negotiations. The union accused the employer of having set up this goodwill committee with the help of his foremen.

On August 20, 1964 a picket line was formed in front of the employer's plant by local union members who were joined by unionists from outside. The picket line was eventually supported by all employees of the company except the night watchman and the owner, and there was a complete stoppage of work.

The insurance officer disqualified the claimant as of August 23, 1964, under Section 63 of the Act, ruling that he had lost his employment by reason of a stoppage of work attributable to a labour dispute at the factory where he was employed, and that consequently he did not meet the exception requirements.

The claimant appealed to a board of referees on the ground that he had in no way taken part in the labour dispute, and that he, as well as most of his fellow workers, were not interested in the labour dispute and its results, because only 16 of the 106 employees concerned could be held responsible for the work stoppage.

The insurance officer considered that since work had been substantially resumed on September 16, 1964, the claimant's disqualification ended on September 15, 1964.

The board of referees ruled that the work stoppage in this matter could be ascribed to a labour dispute, since it was owing to a breakdown in collective bargaining, and that the claimant had lost his employment because of a stoppage of work caused by a labour dispute. However, the board of referees reached the conclusion that the claimant had fulfilled the conditions of Section 63(2) and therefore could not be disqualified.

The board of referees' decision reads partly as follows:

"...Concerning the first point at issue, the board of referees confirms the officer's decision, and states that the claimant lost his employment because of a stoppage of work resulting from a labour dispute.

"As the aforementioned point at issue was decided in the affirmative, the board of referees must now determine whether or not the insured person can be exempted from disqualification as provided in Section 63(2) of the Act.

"In order to be entitled to benefit, the claimant must establish that he is not participating in, or financing, or directly interested in the labour dispute that caused the stoppage of work, and moreover, that he does not belong to a grade or class of workers that, immediately before the commencement of the stoppage, included members who were employed at the premises at which the stoppage took place.

"The claimant and all those listed in the schedule submitted that they in no way participated in the labour dispute, since they never voted in favour of the strike, and, indeed, never put down their names on a strike voting list, and, since they had never even been called upon to vote on the strike issue they had stopped paying their contributions for three months and had broken with the Union by handing in their resignation to the Union as well as to the Labour Relations Board.

"It is clear that the claimant... did in no way finance the labour dispute and was not directly interested in it, as they did not consider themselves union members.

"The board of referees has no wish to impair the decision which will probably be rendered by the Labour Relations Board, but the board must consider the mass resignation of 80 per cent of the members of the negotiating agent, i.e. the trade union, in order that the claimant's assumption to the effect that he was not interested in the labour dispute be proved by such a mass resignation.

"The attorney has produced a series of documents which have been examined by the board of referees, and he has specifically referred to a photostated document which was sent to the Labour Relations Board bearing written testimony to the resignation of 80 per cent of the union members in May, 1964. Moreover, the claimant... tried on different occasions to break through the picket line and go back to work, but all these efforts resulted in clashes which prevented the claimant... from going back to work.

"Moreover, the employees tried to return to work every day, but could get no further than the picket line which, according to the claimant's assertion, numbered approximately 125 men; out of them about 15 or 16 were former employees of the plant concerned.

"The board of referees does not have to decide whether any pressure was exercised on the union regarding the resignation of members, as this comes under the jurisdiction of the Labour Relations Board which will take the required action, but has to examine only the bare facts, as to whether or not there were actual resignations. As these occurred and served as basis for the injunctions which were allowed in order to break the picket line, according to the exhibits produced, the board of referees concludes that the claimant *et al*... are not members of the union involved and that, consequently, those 15 or 16 people who participated in the picketing and the labour dispute are not fellow workers of the same class or category as that of the claimant *et al*... Besides, the massive resignation of union members creates, in fact, a dissolution regarding which the Labour Relations Board of Quebec will have to make a decision...

An appeal to the Umpire was made by the insurance officer on October 20, 1964, in the following terms:

The board of referees made a mistake in deciding that disqualification under section 63 should not be imposed since section 63(2) of the Act applied.

The provisions of section 80(2)(a) of the Act applied to the present case as the present appeal was made within 21 days following the date on which the board of referees rendered its decision on the grounds that the claimant should be disqualified under section 63 of the Act...

The reasons given by the insurance officer for the appeal are as follows:

...The board of referees has wrongly decided that the claimant met the requirements of section 63(2) of the Act.

The questions involved regarding the signature of a first collective agreement and the right of the union ...to negotiate were liable to affect the employment of the claimants and their working conditions, since the union... was the negotiating body recognized by the Labour Relations Board to represent the claimants for the period concerned.

The Umpire has often maintained that a claimant was directly interested in a labour dispute whenever his working conditions were liable to be affected by the settlement of the dispute (CUBs 1514, 1521A, 2032), whether or not he is a union member, in favour or against the possible changes, or just indifferent (CUB 2032). Also, the choice of a particular labour union as a negotiating agent and representative constitutes a working condition and an element liable to affect working conditions (CUBs 1136, 1448).

Under these circumstances, the board of referees erroneously concluded that the claimant had proved a lack of direct interest in the labour dispute on his part and on that of his fellow workers of the same grade or class who were employed at the same place immediately before the work stoppage.

With regard to the participation in the labour dispute, it must be pointed out that the only evidence of disorder or violence was in connection with the incidents which occurred on September 3, 1964, i.e. two weeks after the beginning of the work stoppage which meant a complete standstill of activity for all employees.

Moreover, the evidence on file indicates that the employees were split in two groups with opposite views. The claimants concerned were the majority group, which had formed the so-called "goodwill committee" which was trying to take away from the union... its right to negotiate, which the latter had obtained and was defending.

The dispute thus affected relations, not only between employer and employees, but also between the two groups of employees, and under these circumstances, it would seem that the board of referees erroneously concluded that the claimant had proved non-involvement in the dispute on his part and that of his co-workers of the same grade or class who were employed on the same premises immediately before the commencement of the stoppage of work.

As the claimant has not proved that he met with all the requirements of section 63(2) of the Act... the decision of the board of referees should be revoked and the decision of the insurance officer reinstated.

In a submission dated 1 December, 1964, the attorney representing the claimants requested a hearing and made the following observations, among others.

In his appeal to the Umpire, the insurance officer puts forth motives regarding which we feel it is our duty to point out certain errors or inaccuracies liable to confuse the present issue, e.g.:

Towards the end of paragraph 2 of his motives for appeal, the insurance officer states that "The union has accused the employer of having set up the goodwill committee together with his foremen."

The Union may have brought up this accusation, which is, however, entirely unfounded. Moreover, in the request presented by the workers and asking for the decertification of the Union, it is clearly mentioned and proved that the employees had resigned from the Union of their own free will as they had not been represented according to their wishes and disapproved of the violent tactics of the union organizers, and that the company had not influenced them in any way. Besides, the company had twice met with union representatives after three-quarters of the employees had left the union, which proves that the company had no hand in the paid resignation.

At the end of paragraph 2 of his motives for appeal, the insurance officer also states: "And the picket line was observed by all the employees of the company, except by the night watchman and the owner."

This allegation is utterly wrong. In fact, neither the directors of the company, nor the office staff, the foremen, all the employees of the company, the customers or the delivery-men observed the picket line. However, it was impossible to pass the picket line which resorted to physical means of coercion, if necessary. This was clearly proved to the Unemployment Insurance Commission in Shawinigan as well as the board of referees.

All the employees mentioned on this list of appeal are, without exception, ready to give evidence before the Umpire in Ottawa, and to testify that they neither wanted nor acknowledged the picketing in any form, that they attempted to return to work, but were restrained by brute force and most serious threats.

At the beginning of paragraph 9 of his motives for appeal, the insurance officer states that the workers had attempted to return to work only on September 3, 1964. This again is quite erroneous. The employees involved in the present appeal had tried to return to work every day,

and one day even several times. Supporting evidence to this effect was given to the Unemployment Insurance Commission. Regarding 3 September, 1964, there is evidence of another kind, as the employees were filmed when attempting to return to work, some picketers being clubbed on that occasion.

(The claimants) hereby wish to make a request for a hearing before the Umpire in Ottawa, while further asking that the Umpire uphold the decision of the board of referees of the Unemployment Insurance Commission of Shawinigan, and that unemployment insurance benefits be granted.

The claimants' lawyer concluded as follows:

It is respectfully submitted that this concerns not so much a labour dispute as picketing that was meant as a coercive means to force the employees to join the union. Therefore, this is a dispute between the union and the employees of a plant. Now, according to the Act, a labour dispute is any dispute between employers and employees, or between employees and employees, that is connected with terms or conditions of employment. We respectfully submit that this is not the case. Therefore, this is not a labour dispute. The employees involved are entitled to benefit.

If, as the Umpire concludes, the matter is to be considered a labour dispute, then the workers involved have the right to receive their insurance benefits for the following reasons:

a) (The claimants) were never the cause of the work stoppage, but rather its victims. So if they are victimized by the work stoppage, they have the right to receive unemployment insurance benefits. In our humble opinion, this argument alone is sufficient to allow their receiving unemployment insurance benefits.

b) According to the provisions contained in paragraph 2 of section 63 of the Unemployment Insurance Act, these employees have the right to draw their unemployment insurance benefits since they have in no way either voted in favor of the strike, nor approved the picketing, nor participated in it, nor financed it directly or indirectly through an intermediary or otherwise. They have, on the contrary, disapproved of the strike and the picketing and have tried every day to return to work, but were prevented from doing so.

c) The picket line was formed by a group of 125 to 150 picketers who were all strangers except a dozen from the company.

d) Serious threats were made with regard to all those who went to work or wanted to go to work.

e) At the start of the picketing, all the employees sent a telegram, which everyone had signed, to the Labour Relations Board, stating that they wanted to go back to their jobs but were stopped from doing so by strangers who formed a picket line. They then asked the Board to break up the picket line immediately and to decertify the union.

f) At the request of the employees, the town council... requested through a sheriff that the headquarters of the Provincial Police... send a police detachment as soon as possible, in order to enforce the right of the employees to return to work, as it was their wish to do.

g) This was in no way an employees' strike against the company, nor a labour dispute, nor a work stoppage willed by the employees.

There may be very few precedents where the Unemployment Insurance Commission has allowed or refused benefit in similar cases, because no identical cases ever occurred before.

Therefore it is recommended that (the claimants) be granted their unemployment insurance benefit and that the unanimous decision rendered by the board of referees... be upheld.

The case was heard by the Umpire at Quebec City, on March 3, 1965.

Considerations and Conclusions: The verbal or written representations submitted at the hearing by the claimants' lawyer are based on a feeling of sympathy, which we can only share for those who were deprived by brutal force of their unquestionable right to continue working for an employer and under conditions of their choice. However, the attempt, legal or not, of a small minority of workers to force the hand of their employer or of their co-workers is directly related to the securement of new working conditions, which would consist in the recognition of that minority by the union or in the signature of an agreement with the latter.

According to the evidence filed—and as the board of referees unanimously agreed—this is a labour dispute as mentioned in section 2(j) of the Act, which dispute caused a work stoppage from August 20 to September 15, 1964, inclusive.

Moreover, according to the evidence, the point upon which the insistence and the resistance of the parties are mainly, if not exclusively, focussed in respect of the dispute was the recognition of the union as the negotiating agent for all the employees of the company, "with the exception of the office staff, the foremen and the administrative staff."

Now, it is proved that the claimant did not belong to the class of employees mentioned in the above exceptions. He was, as were all the employees of his class, therefore "directly interested" in the labour dispute according to the interpretation given to that expression in the numerous precedents involving decisions of the Umpire on similar cases. The insurance officer having referred to some of these decisions in his motives for appeal, there is no need to elaborate further.

I therefore rule that the claimant has not proved that he was not directly interested in the labour dispute as required under section 63(2) of the Act. Consequently, he was rightly disqualified by the insurance officer, and it is not necessary to decide whether he participated in, or financed the dispute, because, according to the established jurisprudence, a claimant who is directly interested in a labour dispute, or belongs to a grade or class of workers of which one member is directly interested, should, according to section 63 of the Act, be disqualified, even if he, or any member of his grade or class of workers, has not participated in the dispute or financed it.

For these reasons, I decide to reject the decision of the board of referees and to allow the appeal of the insurance officer.

Decision CUB 2474, March 11, 1965

Summary of the Main Facts: The claimant, filed an initial application for benefit on August 25, 1964, and stated that he had worked as a spot welder at a wage of $100 a week from May 11, 1964 to August 14, 1964 when he was laid off. The claim was allowed.

He filed a claim as a continuing claimant on October 21, 1964, and stated that he had worked as a labourer for a different Company at a wage of $1.65 an hour from October 2, 1964, to October 20, 1964. In regard to his separation therefrom, he explained:

I was temporarily laid off from [Company A] in September 1964. While I worked there I had to wear gloves at all times during working hours. In fact I was told by the foreman there, a person would be released from their job if they were caught without their gloves on.

I was hired by [Company B] to work on a temporary job in the shipping department. I was not told exactly how long the job would last, but I believe it would have been for another two weeks from judging the amount of work that has yet to be done.

One day last week the foreman said to me I would probably be able to work easier if I took my gloves off when I was working on smaller materials. Most of the pipe fittings I had to move around were unfinished—therefore the metal was rough and dirty. Because I was used to working with gloves on I just kept on wearing them all the time. The wooden boxes I put the pipe fittings into were also quite rough and one day I did get a splinter in my hand, which had gone through the glove. I did not feel working with gloves on slowed me down at all, but I think the foreman thought it did. It was much safer working with gloves on at all times.

Yesterday, 20 October 1964, the foreman told me to take the gloves off, and that he had told me two or three times before to work without them on smaller fittings; and that if he saw them on me again, he would ask me to leave the job.

This was only the second time he mentioned the gloves, and because of the way he spoke, I told him if he didn't like me to wear the gloves, I would leave the job. He just walked away from me, so I went home and I do not intend to return to the job.

In the confirmation of separation (form UIC 479) the employer stated on October 22, 1964 as follows:

Quit—insisted on wearing gloves when supervisor considered them detrimental to job efficiency.

The local office obtained information from the employer that the job would have ended in the week commencing October 25, 1964.

The insurance officer disqualified the claimant and suspended benefit from October 18, 1964 to October 31, 1964 inclusive, on the ground that the claimant had voluntarily left his employment on October 20, 1964 without just cause (section 60(1) of the Act).

The claimant appealed to a board of referees on November 2, 1964, and said:

... While I was employed with [Company B] I was working in the shipping area. In order to carry out my duties, it was necessary for me to handle all types and weights of castings and fittings.

In the interests of safety and the protection of my hands, from cuts, steel slivers, and wood slivers, I wore gloves provided by the company. [The foreman] requested that I not wear gloves. This was difficult to understand because I was handling metal parts, and he issued me the gloves in the first place.

Finally, [the foreman] stated that I either take the gloves off or he would send me home.

I quit rather than being fired because I have never been fired in my life ...

The local office wrote to Company B on November 3, 1964, and requested comments on the statements contained in the abovementioned appeal of the claimant. The employer's reply of November 4, 1964 included a signed statement by [the foreman], supervisor of shipping, which statement reads:

... It is true gloves are issued to shipping dept. employees for handling large and rough fittings.

In the case in question [claimant] was handling small finished fittings where there was no danger requiring gloves. Actually gloves in this case adversely affect efficiency and for this reason the man was ordered to remove the gloves. [Claimant] had been warned of this on previous occasions ...

A board of referees heard the case on November 27, 1964. The majority decision of the board reads:

Claimant appeared along with Mr.—, U.A.W., and in addition, Mr.—, who was the claimant's supervisor in his employment at [Company B]. [Supervisor] brought with him 3 different sizes of parts which were handled by the claimant in his employment. The handling consisted of placing the parts in a bin from a drum of parts after they had been finished. These parts were examined by the members of the board and it is the opinion of the majority that they did not constitute a hazard with regard to the safety angle. It is possible for one's hands to become roughened, etc., by handling them for a period of time, but the same thing might be said of work around one's home or in one's garden. [UAW representative] very ably contended that the whole issue in this case was that of safety regulations as opposed to operating efficiency and his thesis was that the Company was putting efficiency above safety. However, the majority of the board do not feel that the safety regulations in effect at Company [B] are at issue before this board, but whether the man left voluntarily without just cause.

... The majority of the board feel that on the evidence in the submission and the statements of those appearing before the board, it must be accepted that the claimant left his job with [Company B] on 20 October 1964, without just cause.

... The claimant's appeal is disallowed and the decision of the insurance officer is upheld.

The dissenting member of the board of referees stated:

The facts are in the submission and [U.A.W. representative] appeared and presented the claim for the claimant... The supervisor of shipping for [Company B] appeared before the board. [U.A.W. representative] brought out the following information during the session of the board. [Foreman] admitted that other employees wore gloves while handling the same items and were not requested not to use gloves. [Foreman] admitted that when he saw [claimant] wearing gloves, he blew his top and told [him] to work without gloves or be fired. [Claimant] left his job at this point.

[Foreman] brought with him samples of the parts that the claimant was handling. These parts which were made of steel or cast iron had sharp edges and to some degrees were rough. He was required to handle these parts for hours at a time and be handling items of a similar type steadily during his working hours. The chances of cuts, abrasions, and receiving slivers from the bins where these items were placed were quite possible and for a safety factor, the company had issued gloves to the employees to wear while handling the various castings. [Foreman] stated the only reason he asked the claimant not to wear gloves was that he could handle more parts per hour with the gloves off and he was definitely interested in the production of the claimant.

...The claimant did have just cause in leaving his employment with Company [B] because [claimant] was discriminating against him in the area of safety.

...The insurance officer's decision should be rescinded and the appeal allowed.

Local 458, United Automobile, Aerospace, Agricultural Workers of America, of which the claimant is a member, appealed to the Umpire on December 9, 1964. The appeal reads:

We are appealing on the grounds that in our opinion [claimant] quit his job for just cause and not in violation of section 60(1) of the Act and the majority of the appeal board accepted statements from [foreman] that were not facts, which, in our opinion, influenced their finding.

[Foreman] appeared at the hearing. He produced three sample parts which he stated [claimant] was handling on the day he ordered him to remove his glove. The sample parts that were exhibited were not a cross section portrayal of the smaller parts produced by the company. The parts that were exhibited by [foreman] were selected, in our opinion, to strengthen [his] argument that gloves should not be worn.

When [foreman] was questioned as to which of the three samples [claimant] was handling, he stated he did not know. When it was pointed out to [foreman] and the board that this evidence should be disregarded because of his failure to identify which part [claimant] was handling, [foreman] then stated "I will say he was handling this piece". The piece he arbitrarily selected was the middle sized piece.

[Foreman] admitted to the board, when questioned, that other small parts handled by [claimant] and other employees, were rough, had threaded ends, such as pipe fittings, etc.

[Foreman] informed the board that if [claimant] had removed his gloves he would still be working at [Company B]. This statement is contrary to the last paragraph of Exhibit 2 in the submission to the board of referees which states: "The local office obtained information from the employer that the job would have ended in the week commencing 25 October 1965. (*sic*).

[Foreman] admitted that other employees wore gloves while handling the same type of parts.

We believe the majority of the board should have considered the facts as outlined above more seriously.

We believe that [claimant] quit his job with just cause. Had he continued to wear his gloves and been dismissed he would still have been disqualified under section 60(1) of the Act for losing his job or employment by reason of his own misconduct.

The case was heard by the Umpire in Toronto, Ontario, on February 12, 1965. The claimant was represented by Mr. L. E. Jaques, of the aforementioned union, and the Commission by Mr. P. Bozowsky, one of its solicitors.

Considerations and Conclusions: The relevant part of section 60(1) of the Act reads:

An insured person is disqualified from receiving benefit... if he voluntarily left his employment without just cause.

According to the jurisprudence established by the Umpire in several decisions, when employment is relinquished because of a grievance, a claimant, in order to prove that he had "just cause" for voluntarily leaving his employment, must prove (a) that his grievance is genuine and (b) that he has taken all reasonable means of having it remedied.

In the instant case, the claimant sought to show that his foreman's demands created hazardous working conditions, but the evidence put before the board on this point was inconclusive. Furthermore, although the claimant believed that he was unfairly treated, he did not attempt to take the matter up with the foreman's superior before taking the initiative in leaving.

In view of the foregoing, I consider that the board of referees rightly found that the claimant had failed to discharge the onus of proving he had just cause for voluntarily leaving his employment and, as all the extenuating circumstances which might have existed in this case appear to have been taken into account when the period of disqualification was reduced from six to two weeks, I decide to confirm the board's decision.

The union's appeal is, therefore, dismissed.

Wage Schedules Prepared and Contracts Awarded in June

Works of Construction, Remodelling, Repair or Demolition

During June the Department of Labour prepared 345 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition, and certain services. In the same period, a total of 236 contracts in these categories was awarded. Particulars of these contracts appear below.

In addition, 255 contracts not listed in this report and which contained the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation, Defence Construction (1951) Limited, the St Lawrence Seaway Authority and the Departments of Defence Production, Post Office, Public Works and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in June for the manufacture of supplies and equipment were as follows:

Department	*No. of Contracts*	*Aggregate Amount*
Defence Production	127	$998,474.00
Post Office	8	91,782.22

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) The working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then they shall be fair and reasonable hours;

The Fair Wage and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage deemed to be required in the execution of the work. These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classification to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Labour Standards Branch of the Department of Labour, Ottawa.

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Wage Claims Received and Payments Made In June

During June the sum of $7,532.91 was collected from ten contractors for wage arrears due their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 150 workers concerned.

Contracts Containing Fair Wage Schedules Awarded in June

DEPARTMENT OF AGRICULTURE

Near Melfort Sask: Matheson Bros Ltd, construction of Melfort Creek project.

ATOMIC ENERGY OF CANADA LIMITED

Chalk River Ont: John Kovacs, exterior painting of bldgs 250, 456 & 457; A Beauclair, exterior painting of metal & wood on bldg 150, NRU reactor; J G Fitzgerald & Sons Ltd, completion of roofing & sheet metal work, computer bldg 508, nuclear laboratories; Murphy & Morrow Ltd, installation of acoustical ceiling tile, suspension system & access panels, computer bldg 508, nuclear laboratories; Ottawa Iron Works Ltd, design, fabrication & erection of metal work, computer bldg 508, nuclear laboratories. *Deep River Ont:* John Kovaks, interior painting of houses & part of hospital; T Wojdacki, exterior painting of houses, garages & sheds, etc.

CENTRAL MORTGAGE AND HOUSING CORPORATION

Halifax N S: Banfield & Miles Ltd, exterior painting of units, Vets 19 & 19A. *New Glasgow, Stellarton & Trenton N S:* Milligan Bros Ltd, landscaping for houses, Vets 2/48, 1 & 2/48 & 1/48. *Pirrefonds Que:* Mario & Don Ltee, completion of fire damaged bldg, Cloverdale Park. *St Vincent de Paul Que:* Deschenes & Perrault, replacement of doors & soffit repairs, Terrasse Belleville.

Ville Jacques-Cartier Que: Atelier de Peinture Inc, exterior painting of Bellerive apts; Mauger & Perreault, interior painting of Belleville apts; North State Paving Reg'd, site renovations for Bellerive apts. *Ville St Laurent Que:* J R Langovisth, interior painting of suites & public areas, Place Benoit.

Sault Ste Marie Ont: Downey Building Materials Ltd, supply & installation of porches, Vets 4 & 6. *Toronto Ont:* Leslie L Solty & Sons Ltd, site improvements & planting for high rise apartment bldg, Warden Avenue, FP 9/59. *Windsor & Essex Ont:* Windsor Painting Contractors Ltd, exterior painting of Vets 13/49 & 1/48.

In addition, this Corporation awarded 26 contracts containing the General Fair Wages Clause.

DEPARTMENT OF CITIZENSHIP AND IMMIGRATION

Pointe Bleue Indian Agency Que: Marcel Vallee, interior & exterior painting, Pointe Bleue residential school. *Portage la Prairie Indian Agency Man:* H J Funk & Sons Ltd, construction of Portage la Prairie residential school. *Carlton Indian Agency Sask:* Piggott Construction Ltd, construction of cottage dormitories (phase 2), Prince Albert residential school.

Touchwood Indian Agency Sask: Holterman Construction, construction of teacher's residence, Muscowequan residential school. *Kootenay Indian Agency B C:* A E Jones Co Ltd, renovations to bathroom, Kootenay residential school. *Kwawkewlth Indian Agency B C:* Basarab Construction Co Ltd, supply & erection of prefabricated school & residence, Kingcome Inlet, Quaee reserve.

DEFENCE CONSTRUCTION (1951) LIMITED

Goose Bay (Labr) Nfld: Delphis Cote Ltd, reroofing of bldg 86, RCAF Station. *Summerside P E I:* Morrison & McRae Ltd, construction of runway 12-30 & taxitracks, RCAF Station; Morin & Plante Cie Ltee, reroofing of hangar 8, RCAF Station. *Aldershot N S:* Bernard Painters Ltd, exterior painting of bldgs, camp. *Cornwallis N S:* Tasco Sheet Metal & Roofing Co Ltd, reroofing of bldg 6, HMCS *Cornwallis. East Chezzetcook N S:* Roy Judge Co Ltd, clearing & grubbing.

Greenwood N S: Donn Smith Ltd, supply & installation of metal windows, barrack block 11, RCAF Station; Municipal Spraying & Contracting Ltd, construction of asphaltic concrete overlay on runway, RCAF Station. *Halifax N S:* Nova Scotia Waterproofers Ltd, reroofing of apts, Windsor Park; James F Lahey Ltd, interior painting of bldg S-21, HMCS *Stadacona;* Malach Roofing & Flooring Ltd, reroofing of bldg S-14, HMCS *Stadacona.*

Chatham N B: A C Mallet & Fils Cie Ltee, reroofing of leantos, hangars 2 & 3 & bldg 84, RCAF Station; William J Kerr Ltd, grading & seeding, RCAF Station; Modern Construction Ltd, dismantling, moving & re-erection of transportable homes from RCAF Station, St Sylvestre, Que to RCAF Station, Chatham.

Moncton N B: Boudreau Sheet Metal Works Ltd, reroofing of bldg 38, RCAF Station; Boudreau Sheet Metal Works Ltd, reroofing of bldg 31, RCAF Station. *Saint John N B:* Maritime Waterproofing & Contracting Co Ltd, exterior renovations to bldg 37. *St Margarets N B:* Byron MacDonald Ltd, interior & exterior painting of married quarters, RCAF Station.

Bagotville Que: Ludger Harvey & Fils Ltee, reroofing of bldgs, RCAF Station. *Longue Pointe Que:* Charles Duranceau Ltee, asphalt surfacing of roads. *St Jean Que:* Planned Renovators Ltd, interior painting of barrack blocks, RCAF Station; P M Enterprises Inc, replacing asphalt shingles on bldgs, RCAF Station. *Valcartier Que:* Planned Renovators Ltd, exterior painting of married quarters, camp. *Val d'Or Que:* Evans Contracting Co Ltd, grading, seeding & chemical brush control, RCAF Station.

Camp Borden Ont: Windsor Painting Contractors Ltd, exterior painting of bldgs; E S Fox Ltd, removal of watermains, etc; Moxon Contracting Ltd, reroofing of bldg 142; Walker Painting & Decorating Co Ltd, exterior painting of bldgs. *Kingston Ont:* Romac Components, construction of storage bldgs. *Mountain View Ont:* H J Gascoigne Ltd, reroofing of hangar 6. *North Bay Ont:* Semple Gooder & Co Ltd, reroofing of leantos, hangar 5, RCAF Station.

Petawawa Ont: Burnley Contracting Co Ltd, exterior repainting of bldgs, camp. *Trenton Ont:* Evans Contracting Co Ltd, grading & seeding adjacent to runway 06-24, RCAF Station; Malach Roofing & Flooring Ltd, reroofing of hangars, RCAF Station. *Uplands Ont:* Morin & Plante Cie Ltee, reroofing of hangars, RCAF Station; Presley Painting & Decorating Co Ltd, interior painting of school bldg 345, RCAF Station.

Gimli Man: The Dowse Sash & Door Co Ltd, supply & installation of metal windows & screens, RCAF Station; Stan's Painting & Decorating, exterior painting of steelox married quarters, RCAF Station; Peter Leitch Construction Ltd, construction of control tower bldg & prefabricated bldgs, RCAF Station; B-A Construction Ltd, development of airfield, RCAF Station; Keewatin Electric Ltd, installation of runway approach lighting & electrical distribution system.

Rivers Man: Fort Rouge Decorating & Sandblasting Co, repainting of roofs, CJATC. *Shilo Man:* Semans Plumbing & Heating Ltd, installation of additional water softener, bldg M 28, camp.

Cold Lake Alta: Park-Derochie Ltd, interior & exterior painting of schools & married quarters, RCAF Station. *Edmonton Alta:* Ernest Painting & Decoratting Ltd, exterior painting of married quarters, Griesbach barracks. *Namao Alta:* Mannix Co Ltd, reconstruction of aircraft parking apron, RCAF Station.

Comox B C: Conniston Construction Co Ltd, seeding, grading & fertilizing, RCAF Station. *Victoria B. C:* Vector Installation Services Ltd, installation of heating & ventilating system, Bay Street armoury.

In addition, Defence Construction (1951) Limited awarded one contract containing the General Fair Wages Clause.

DEPARTMENT OF DEFENCE PRODUCTION

Cornwallis N S: D J Lowe Ltd, exterior painting of seven bldgs, HMCS *Cornwallis;* D J Lowe Ltd, exterior painting of various bldgs, HMCS *Cornwallis. Dartmouth N S:* Dartmouth Asphalt Co Ltd, asphaltic repairs to roadways, Shannon Park married quarters; Martin & Moore Ltd, painting of stairways, Shannon Park married quarters. *Great Village N S:* Currie E Geldart, erection of safety fence & supply & erection of warning signs, transmitter site.

Greenwood N S: Municipal Spraying & Contracting Ltd, asphaltic repairs to runways & taxistrips, RCAF Station; Municipal Spraying & Contracting Ltd, repairs to concrete ramps, RCAF Station; Municipal Spraying & Contracting Ltd, repairs to parade square, RCAF Station; Municipal Spraying & Contracting Ltd, asphaltic joint & random crack sealing, RCAF Station; S G Trask & Sons Ltd, repairs to wells 1 & 5, RCAF Station; Municipal Spraying & Contracting Ltd, repairs to parking lots, RCAF Station; Fred T Cleveland, painting of AVM Morphee school, RCAF Station; D J Lowe Ltd, reshingling of roofs, married quarters, RCAF Station; Fred T Cleveland, rewiring & repainting of library, bldg 16, RCAF Station; Municipal Spraying & Contracting Ltd, repairs to roads, RCAF Station.

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Halifax N S: Maritime Tile Co Ltd, repairs to floors & walls & replacement of fixtures, P & RT centre, HMCS *Stadacona;* Webb Engineering Ltd, renewal of main steam distribution line, jetty 3 tunnel, HMC *Dockyard;* Maritime Asphalt Products Ltd, renewal of floor covering, bldg S-21, HMCS *Stadacona.*

Mount Uniake N S: Canada Gunite oC Ltd, replacement of reservoir, RCAF receiver site. *Shelburne N S:* Thompson's Excavating Ltd, repairs & landscaping of dikes, POL facility, naval support base.

Camp Gagetown N B: S R Shears & Sons Ltd, exterior painting of campsite bldgs. *Moncton N B:* Cosman & Co Ltd, roof repairs to bldgs 25, 26, 27 & supply depot 5, RCAF. *St Margarets N B:* Byron MacDonald Ltd, interior repainting of operations bldg, RCAF Station.

Sherbrooke Que: Franks Piping Co Ltd, removal of coal burning equipment & installation of oil system, William Street armoury. *Valcartier Que:* Laurent Bedard, exterior painting of bldgs, camp. *Camp Borden Ont:* Disher Farrant Ltd, construction of tank aprons, bldg E120, RCE. *Centralia Ont:* Towland Construction Ltd, rebuilding & resurfacing roadways, RCAF Station; W Besterd Plumbing-Heating Ltd, replacing condensate lines in various bldgs, RCAF Station.

Downsview Ont: Frank Ignagni, interior painting of two bldgs, RCAF Station; Lux Painting Co, interior painting of bldg 101, RCAF Station. *Kingston Ont:* R E Harding Ltd, repairs to built-up roofing & flashings on bldg B4, Vimy Barracks; R E Harding Ltd, repairs to built-up roofing & flashings on bldg B15B, Vimy Barracks; Kingston Steeplejack & Building Maintenance, repointing & repairs to stone cracks in exterior walls of Yeo hall, RMC; Amherst Painting & Decorating, exterior painting of bldgs; Joseph Downey & Son, exterior repainting of bldgs.

North Bay Ont: Edward M Norrena, installation of troughs for high voltage cable in cc/dc complex. *Petawawa Ont:* John Kovacks, repairs & repainting interior of schools, camp. *Picton Ont:* Maxon Contracting Ltd, repairs to steam distribution system, camp. *Rockliffe Ont* Cameron & Turner Reg'd, repairs to roofs on various bldgs, RCAF Station.

Beausejour Man: Royal Paving Co Ltd, seal coating of roadways, RCAF Station. *Gimli Man:* Aetna Roofing Co Ltd, repairs to hangar lean-to roofs, RCAF Station. *Shilo Man:* Nu-Way Decorating Co, sanding & refinishing of floors in various married quarters, military camp; E C Higgens & Sons Contractors Ltd, construction of concrete block bldgs. *Winnipeg Man* Fort Garrie Painting & Decorating, interior painting, floor sanding & refinishing, RCAF Station. *Penhold Alta:* Homme Decorating (Calgary) Ltd, exterior painting of married quarters & garages, RCAF Station; Border Paving Ltd, sealing & sanding asphalt surface, RCAF Station.

Chilliwack B C: McKenzie Bros Construction Ltd, construction of sidewalk, camp; McKenzie Bros Construction Ltd, construction of vehicle wash rack, etc, camp. *Comox B C:* Parry Sheet Metal Ltd, replacing asphalt shingles on various bldgs, RCAF Station; Parry Sheet Metal Ltd, floodcoating roof of hangar 3, etc, RCAF Station; Pacific Sheet Metal Ltd, floodcoating roof of hangar 1, etc, RCAF Station; Acme Commercial Painting, interior painting of hangar 3, RCAF Station.

Puntzi Mountain B C: Shamrock Electric Ltd, rehabilitation of power lines & poles, RCAF Station. *Victoria B C:* K J Howe Industrial Painting Ltd, painting exterior trim of bldg 1, The Castle, Tri-Services College, Royal Roads.

In addition, this Department awarded 89 contracts containing the General Fair Wages Clause.

(Catering Services)

Connaught Ranges Ont: Morrison-Lamothe Bakery Ltd, food & service. *Dundurn Sask:* Canada Catering Co Ltd, food services, Dundurn camp.

DEPARTMENT OF FORESTRY

Winnipeg Man: Roziere Construction Ltd, renovations to room 22, forest research laboratory wing & headerhouse, Dept of Agriculture research station.

NATIONAL CAPITAL COMMISSION

Ottawa Ont: A Lanctot Construction Co, construction of premises for NCC information & historical division, 531 Sussex Drive; L J Corkery Ltd, supply & delivery of earth filling to vicinity of Sussex Drive.

NATIONAL HARBOURS BOARD

Montreal Que: J G Fitzpatrick Ltd, reconstruction of wharf sections 5E to 8E. *Quebec Que:* Quebec Engineering Ltd, extension of St Charles River estuary wharf. *Prescott Ont:* Industrial Electrical Contractors Ltd, electrical work for elevator. *Vancouver B C:* Canadian Ice Machine Co Ltd, installation of additional ice making equipment, fishermen's wharf.

DEPARTMENT OF NORTHERN AFFAIRS AND NATIONAL RESOURCES

Prince Edward Island National Park P E I: Univex (Canada) Ltd, construction of pumphouse & electrical distribution system, Rustico Island. *Grand Pre National Historic Park N S:* Balsor Construction & Landscaping, shrub & tree planting.

POST OFFICE DEPARTMENT

This Department awarded 44 contracts containing the General Fair Wages Clause.

PROJECTS ASSISTED BY FEDERAL LOAN OR GRANT

Ashbridge's Bay Ont: Simon Carves of Canada Ltd, supply & installation of sewage sludge incineration equipment for main treatment plant. *Toronto Ont:* Schwenger Construction Ltd, construction of additional digestion tanks, etc, Highland Creek treatment plant (stage II); Varamae Construction Ltd, construction of extension to the blower bldg, main treatment plant; Sam Cosentino Ltd, extension of Humber Thistletown sanitary trunk sewer.

DEPARTMENT OF PUBLIC WORKS

Pacquet Nfld: Gid Sacrey Ltd, wharf reconstruction. *Tilting Nfld:* Guy Eveleigh, construction of community stage. *Graham's Pond P E I:* Colin R MacDonald Ltd, harbour improvements, repairs & landing extension. *Louisburg N S:* The Foundation Company of Canada Ltd, wharf extension. *Murphy's Pond N S:* Albert MacDonald & John A Campbell, harbour improvements. *Sydney & area N S:* Sparky's Cleaning Services Ltd, cleaning windows of federal bldgs.

Black River N B: Fundy Contractors Ltd, wharf repairs. *Caissie's Cape N B:* Roger Leblanc, breakwater & roadway repairs. *Malloch's Beach N B:* Price Construction (1964) Ltd, harbour improvements. *Richibucto N B:* Leo Leblanc, construction of lobster reef. *Seal Cove N B:* Modern Enterprises Ltd, breakwater extension.

Dune de Sud (M I) Que: J W Delaney Ltd, breakwater repairs. *Etang du Nord (M I) Que:* Wendell Chiasson, slipway repairs. *Gatineau Que:* Delphisse Laflamme, exterior & interior cleaning of post office bldg. *Lac Osisko (Rouyn) Que:* Charest Construction Co Ltd, reconstruction of public wharf. *Montreal Que:* Royalite Metal Furniture Co Ltd, supply & installation of metal partitions for BYP division, 6th floor, National Revenue Bldg; Oscar Brault, interior cleaning & grounds maintenance, Postal Station "M". *Pointe Basse (M I) Que:* Adrien Arsenau, breakwater repairs. *St Lambert Que:* Coronation Construction Ltd, construction of post office bldg.

Fort William Ont: A J Wing Construction Ltd, alterations to Customs Bldg. *London Ont:* Martin-Dominion Ltd, conversion of heating plant to fuel oil, Westminster hospital. *Meaford Ont:* Lexington Contracting Ltd, construction of Federal Bldg. *Ottawa Ont:* Belray Painting, exterior & interior painting of Justice Annex Bldg; Universal Painters, exterior painting of "A" Bldg; R R Construction, alterations to first floor, Plant Products Bldg; Fournier Van & Storage Ltd, moving office furnishings from various locations to the Canadian Bldg; Dixon Van Lines Ltd, moving office furnishings from various locations to the Centennial Towers; The Foundation Co of Canada Ltd, construction of substructure & superstructure, Canadian Centre for the Performing Arts (phases 2 & 3).

Port Stanley Ont: Con Bridge Ltd, harbour repairs & improvements (repairs to east pier). *Quarry Bay (Geneva Park) Ont:* Bar-Way Marine Ltd, wharf repairs. *Rexdale Ont:* Renkay Construction Ltd, conveyor installation & lighting alterations. *Rodney Ont:* Leon VanNeck & Son, construction of post office bldg. *Sault Ste Marie Ont:* L R Brown & Co Ltd, erection of prefabricated office bldg for Fisheries Research Board of Canada.

Deloraine Man: Dauphin Fixtures Ltd, construction of RCMP detachment quarters. *Fort Churchill Man:* The Carter Construction Co Ltd, general building repair & maintenance. *Saskatoon Sask:* Myers Construction Co Ltd, alterations & improvements to Federal Bldg. *Swift Current Sask:* Swift Construction Co Ltd, ventilation of revolver range, RCMP subdivision garage bldg.

Hobbema Alta: P W Graham & Sons Northern Ltd, gymnasium addition to Ermineskin school. *Vauxhall Alta:* Tom's Construction, construction of Post Office Bldg. *Banff National Park Alta & Glacier National Park B C:* Mallett Contracting Co Ltd, gravel crushing & stockpiling. *Alert Bay B C:* S R Kirkland Construction Co Ltd, wharf improvements. *Bamfield East B C:* Victoria Pile Driving Co Ltd, construction of wharf. *Cowichan Bay B C:* B C Pile Drivers Ltd, float renewal. *Kyuquot B C:* Victoria Pile Driving Co Ltd, harbour improvements (phase "B"—wharf construction).

Port Alberni B C: Southern Construction Co Ltd, alterations to second floor, Federal Bldg. *Port McNeill B C:* S R Kirkland Construction Co Ltd, wharf repairs. *Skidegate B C:* Pacific Piledriving Co Ltd, float replacement.

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Fort McPherson N W T: Kenaston Drilling (Arctic) Ltd, drilling & placing of wooden piles for various bldgs. *Fort Smith & Pine Point N W T:* R R Dales Construction Co Ltd, crushed gravel surfacing of highways. *Pine Point N W T:* Byrnes & Hall Construction Ltd, construction of school. *Pond Inlet & Pangnirtung N W T:* Ron Engineering & Construction Ltd, addition to schools, warehouses, hostels, etc. *Yellowknife N W T:* Intex Painters & Decorators, painting & redecorating federal housing.

In addition, this Department awarded 70 contracts containing the General Fair Wages Clause.

THE ST LAWRENCE SEAWAY AUTHORITY

Cornwall Ont: Panzini Ltee, demolition & removal of old North Channel Bridge. *St Catharines, Thorold & Port Robinson Ont:* Frederick Grodde Ltd, painting of vertical lift bridges 1, 5, 11 & 12, Welland Canal. *Welland Ont:* Moir Construction Co Ltd, replacement of Kottmeier road bridge, Welland Canal. *Welland Junction & Port Colborne Ont:* Frederick Grodde Ltd, painting of vertical lift bridges 18 & 21, Welland Canal.

In addition, the St Lawrence Seaway Authority awarded two contracts containing the General Fair Wages Clause.

DEPARTMENT OF TRANSPORT

St John's Nfld: C C M Construction Ltd, paving & installation of power supply outlets on marine agency wharf. *Baccaro N S:* Liverpool Lumber Co Ltd, construction of dwelling. *Halifax N S:* Municipal Spraying & Contracting Ltd, repairs to runway, taxiway & road surfaces, International Airport; Capital Window Cleaners (1964) Ltd, exterior cleaning of bldg. International Airport. *Sydney NS:* Chappells Ltd, renovations to bldgs, Canadian Coast Guard College, Point Edward Naval Base. *Wedgeport N S:* George Purdy, construction of pile dolphins. *Yarmouth N S:* Kenny Construction Co Ltd, construction of field electrical centre bldg & related work.

Fredericton N B: Roseboro Construction & Equipment Ltd, landscaping development of air terminal area, airport. *Flat Island Que:* Fernand Belanger & Etienne Gagnon, construction of dwelling & demolition of existing dwelling.

Ile au Marteau Que: Gauthier & Gagne, construction of dwelling & demolition of existing dwelling near Havre St-Pierre. *Red Islet Que:* Georges Cauchon, construction of dwellings & demolition of existing dwelling. *Sept Iles Que:* Nordbec Construction Inc, construction of VOR bldgs & related work, airport. *Fort William Ont:* R J Ball Electric Ltd, installation of visual approach slope indicator system, Lakehead Airport.

Kapuskasing Ont: Miller Paving Ltd, rebuilding runway 17-35, etc. *Kenora Ont:* Slurry Seal Contractors, surface treatment of runway 07-25, etc, airport. *Malton Ont:* King Plastics Ltd, erection of signs, air terminal bldg, Toronto International Airport. *Sarnia Ont:* F A Stonehouse & Son Ltd, construction of runway, airport. *Timmins Ont:* Roy Construction & Supply Co Ltd, construction of sand storage bldg. *Uplands Ont:* Dibblee Construction Co Ltd, overlaying of taxiways & portion of runway 07-25, Ottawa International Airport. *Windsor Ont:* W S Fullerton Construction Co Ltd, paving access road to maintenance garage, airport.

Wynyard Sask: Plains City Electric, development of meteorological station site, sidewalks, fencing & related work. *Calgary Alta:* McCormick Electric Ltd, installation of lights, runway & related work, Municipal Airport; D L Guthrie Construction, replacement of localizer, runway 28 & related work, Municipal Airport. *Fort McMurray Alta:* Poole Engineering Co Ltd, seal coating of runway 06-24 & related work, airport.

Abbotsford B C: Scotland & Adamson Paving Ltd, repaving of north taxiway "E", airport. *Castlegar B C:* Columbia Builders Ltd, extension to terminal bldg; Columbia Builders Ltd, construction of fan marker bldg & related work. *Dawson Creek B C:* Standard-General Construction (Int) Ltd, additional development of airport. *Fort Nelson B C:* Grande Prairie Trans-Mix Ltd, construction of garage & related work, airport. *Pitt Meadows B C:* Caledonia Electric Ltd, installation of runway lighting. *Sandspit B C:* Caledonia Electric Ltd, installation of visual approach slope indicator system. *Victoria B C:* R & W Estates Ltd, construction of VOR bldg; National Building Maintenance Ltd, cleaning air terminal & control tower bldg, International Airport.

Cambridge Bay N W T: Solar Construction Co Ltd, construction of taxiway & parking apron, airport. *Coppermine N W T:* Yukon Construction Co Ltd, improvements to water supply, sanitation facilities & related work. *Fort Smith N W T:* Yukon Construction Co Ltd, construction of rawin site heating plant & related work.

In addition, this Department awarded 23 contracts containing the General Fair Wages Clause.

Montreal Que: Leonard J Weber Construction Co, alterations to X-Ray department, Queen Mary Hospital. *London Ont:* Western Painting & Decorating Service, exterior painting of various bldgs, Westminster Hospital.

49th International Labour Conference

(*Continued from page 731*)

9. (1) The competent authorities should, in co-operation with the public and private organizations concerned and taking account of national needs and possibilities, provide or help to ensure the provision of the services that may be necessary to facilitate the entry into employment of women who have not yet worked, or the re-entry into employment of women who have been out of the employment market for a comparatively long time, owing, in particular, to family responsibilities.

(2) Such services should be organized within the framework of existing services for all workers or, in default thereof, along lines appropriate to national conditions; they should include adequate counselling, information and placement services and provide adequate vocational training and retraining facilities appropriate to the needs of the women concerned and available without distinction as regards age.

(3) The services and facilities should be kept under review in order to ensure that they are properly adapted to the special needs of these women workers and to the changing needs and tendencies of economic and technological development.

10. (1) In the case of women who, on account of their family responsibilities arising out of maternity, do not find themselves in a position to return to their employment immediately following exhaustion of the normal period of maternity leave established by law or practice, appropriate measures should be taken to the extent possible to allow them a reasonable further period of leave of absence without relinquishing their employment, all rights resulting from their employment being fully safeguarded.

(2) In case of termination of employment following maternity, the women concerned should be considered for re-employment in accordance with the provisions applicable under the Termination of Employment Recommendation, 1963, to workers whose employment has been terminated owing to a reduction of the work force.

V. MISCELLANEOUS PROVISIONS

11. (1) To the extent necessary the public and private organizations concerned, in particular employers' and workers' organizations, should co-operate with the competent authorities and collaborate with each other to take other measures and promote other action to assist women workers to meet their employment and family responsibilities without detriment to their opportunities for employment and promotion.

(2) In this connection attention should be given, as local needs require and possibilities permit, to matters which have particular relevance for women workers with family responsibilities, such as the organization of public transport, the harmonization of working hours and hours of schools and child-care services or facilities, and the provision at low cost of the facilities required to simplify and lighten household tasks.

12. Particular efforts should be made to develop home-aid services operating under public authority or supervision and providing women workers with family responsibilities, in the event of family need, with qualified assistance at reasonable charge.

Conciliation Board Report

(*Continued from page 736*)

With a view to conciliating the two parties, we adjourned to June 14, the next meeting of the Conciliation Board, recommending the examination of all clauses found in the three agreements and the submissions made by the Syndicate concerning the special sections to be applied to each unit.

The day before the third sitting, on June 14, about 100 grain elevator employees stopped working.

Since this day, the relations between employer and the Syndicate have so deteriorated that all the employees covered by the agreements have stopped working.

In spite of the attempts made by my colleagues and myself, we have been unsuccessful in having the parties reach an agreement.

Under the circumstances, we must inform you that the dispute is continuing. We recommend the appointment as soon as possible of a special mediator having the necessary power to settle the dispute.

In witness whereof, we have signed at Montreal, this 18th day of June, 1965.

(*Signed*) *Paul Hurteau,*
Chairman.

(*Signed*) *Robert Sauve,*
Member.

(*Signed*) *Michael Harrison,*
Member.

PRICE INDEXES

Consumer Price Index, July 1965

The consumer price index (1949=100) rose 0.4 per cent to 139.5 at the beginning of July, from 139.0 in June. The July index was 2.4 per cent higher than the July 1964 index of 136.2.

The indexes for food and housing increased by 1.0 per cent and 0.4 per cent, respectively, the recreation and reading index declined slightly, and the other four main components of the index were unchanged.

The food index increased 1.0 per cent to 139.0 from 137.6, reflecting further price increases for beef, pork, and potatoes. Prices were higher also for a variety of other items, including lamb, veal, celery, onions, turnips, tomatoes, grapefruit, bananas, apples, tea, eggs, margarine, butter and several other dairy products. Prices were lower for lettuce, cabbage, strawberries, grapes, sugar, oranges and orange juice, and ice cream.

The housing index rose 0.4 per cent to 141.1 from 140.6 as a result of increases in both the shelter and household operation components. Within shelter, increases were reported for rents and for home-ownership costs, including mortgages and repairs. In household operation, increased prices for household help, furniture, textiles, and utensils and equipment outweighed decreases in floor coverings, household supplies, and electricity rates in Saskatchewan.

The clothing index was unchanged from its June level of 121.1. An increase in the children's clothing index was offset by a decrease in footwear prices.

The transportation index was unchanged at 147.0. Higher prices for tires were offset by scattered lower prices for gasoline and some new cars.

The health and personal care index was unchanged at 175.4 despite a slight increase in the personal care component.

The recreation and reading index declined 0.3 per cent to 154.6 from 155.0. Lower prices for phonograph records, radio and television sets moved the recreation component down 0.4 per cent. The reading component, however, moved up fractionally as a result of price increases for newspapers in four cities.

The tobacco and alcohol index was unchanged at 122.5.

Group indexes one year earlier (July 1964) were: food 135.4, housing 138.7, clothing 119.0, transportation 141.6, health and personal care 167.3, recreation and reading 151.5, tobacco and alcohol 120.2.

City Consumer Price Indexes, June 1965

Consumer price indexes rose in all 10 regional cities between May and June 1965. Increases ranged from 0.2 per cent in Saskatoon-Regina to 1.0 per cent in Toronto.

Food indexes were higher in all cities, the movements ranging from 1.3 per cent in St. John's and Saskatoon-Regina to 3.7 per cent in Toronto. Housing indexes moved up slightly in five cities, edged down in one, and were constant in four. Clothing indexes were lower in six cities, higher in two, and unchanged in two. Transportation indexes increased in five cities, decreased in two, and held steady in three.

Health and personal care indexes rose in three cities, fell in four, and remained unchanged in three. Recreation and reading indexes were higher in six cities, constant in three and lower in one. Tobacco and alcohol indexes were unchanged.

Regional consumer price index point changes between May and June were: Toronto +1.4 to 140.8; Halifax +1.2 to 135.1; Saint John +1.2 to 137.6; Montreal +1.0 to 138.4; Ottawa +0.8 to 138.5; Edmonton-Calgary +0.8 to 130.5; Winnipeg +0.7 to 135.9; Vancouver +0.7 to 135.2; St. John's +0.4 to 123.2; Saskatoon-Regina +0.3 to 132.2.*

Wholesale Price Index, June 1965

Canada's general wholesale index (1935-39 =100) rose to 252.0 in June, up 1.1 per cent from the May index of 249.2 and 2.7 per cent above the June 1964 index of 245.4.

Six of the eight major group indexes were higher in June, while one declined.

The animal products group index rose 5.3 per cent to 274.0 from 260.1, the vegetable products group index moved up 0.7 per cent to 221.0 from 219.4, and the iron products group index advanced to 266.6 from 265.6. Increases of 0.1 per cent or less occurred in non-ferrous metals products, to 219.7 from 219.5, chemical products, to 201.4 from 201.3, and textile products, to 247.2 from 247.1.

The non-metallic minerals products group index eased to 190.7 from 190.8.

The wood products group index was unchanged at 333.1.

The index of Canadian farm product prices at terminal markets (1935-39=100) advanced 2.2 per cent to 246.4 from 241.0 in the four-week period ended June 25. The animal products index rose 4.1 per cent to 299.9 from 288.0. The field products index eased 0.6 per cent to 192.9 from 194.0.

*On base June 1951=100.

The price index of residential building materials (1935-39=100) rose 0.1 per cent in June to 341.3 from 341.2 in May. On the base 1949=100, it rose to 149.7 from 149.6.

The price index of non-residential building materials (1949=100) rose 0.1 per cent to 148.1 from 148.0.

U.S. Consumer Price Index, June 1965

The United States consumer price index (1957-59=100) rose by 0.5 per cent in June to 110.1 from 109.6 in May. A year ago in June the index was 108.0.

The increase was the largest for a month in two years and was heavily influenced by a reduced supply of meat and vegetables; meat prices rose 6 per cent. The increase would have been greater but for lower automobile and air-conditioner prices brought about by the cut in federal excise taxes.

The entire increase was accounted for by food, for which the index went up 2 per cent. For all items other than food, including both goods and services, the index was unchanged from the May level.

British Index of Retail Prices, May 1965

The British index of retail prices (Jan. 16, 1962=100) rose to 112.4 at mid-May from 112.0 at mid-April. The index was 107.0 at mid-May 1964.

The index for the food group was 111.9, compared with 111.6 in April. Increases in the average prices of potatoes, mutton, lamb and apples were partly offset by reductions in the average prices of eggs, tomatoes, butter and sugar.

Increases of about one-half of 1 per cent were registered in fuel and light, and transport and vehicles. Miscellaneous goods rose slightly less than one-half of 1 per cent. The index for the services group as a whole rose by about 1½ per cent.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

List No. 202

Annual Reports

1. ALBERTA. BUREAU OF STATISTICS. *Annual Review of Business Conditions, Alberta, 1964.* Edmonton, Dept. of Industry and Development, 1965. Pp. 26.

2. CANADA. UNEMPLOYMENT INSURANCE COMMISSION. *Twenty-third Annual Report, Fiscal Year ending March 31, 1964.* Ottawa, Queen's Printer, 1964. Pp. 93.

3. MANITOBA. CIVIL SERVICE SUPERANNUATION BOARD. *The Manitoba Civil Service Superannuation Fund; the Twenty-fifth Annual Report for the Fiscal Year ending March 31st, 1964.* Winnipeg, 1965. Pp. 14.

4. MANITOBA. WORKMEN'S COMPENSATION BOARD. *Annual Report, 1964.* [Winnipeg, 1965]. Pp. 33.

5. U.S. CONGRESS. JOINT ECONOMIC COMMITTEE. *January 1965 Economic Report of the President. Hearings before the Joint Economic Committee, Congress of the United States, Eighty-ninth Congress, First Session.* Washington, GPO, 1965. 4 volumes.

Hearings held February 19th to 27th, 1965. Volume 4 contains invited comments from eleven organizations including AFL-CIO, U.S. Chamber of Commerce, Committee for Economic Development, National Association of Manufacturers, and United Mine Workers of America.

6. U.S. CONGRESS. JOINT ECONOMIC COMMITTEE. *1965 Joint Economic Report; Report of the Joint Economic Committee, Congress of the United States on the January 1965 Economic Report of the President, with Minority and Additional Views.* Washington, GPO, 1965. Pp. 114.

At head of title: 89th Congress, 1st Session. House Report No. 175. Union Calendar No. 68.

Disabled—Rehabilitation

7. INTERNATIONAL LABOUR OFFICE. *Report to Participating Governments on the I.L.O. Training Course in Vocational Rehabilitation for Countries of the Near and Middle East and North Africa held in Athens, Greece from 14 October to 2 November 1963.* Geneva, 1963. Pp. 312.

At head of title: Regular Programme of Technical Assistance.

8. UNITED NATIONS. DEPARTMENT OF ECONOMIC AND SOCIAL AFFAIRS. *Study on Legislative and Administrative Aspects of Rehabilitation of the Disabled in Selected Countries.* New York, United Nations, 1964. Pp. 175.

9. U.S. OFFICE OF MANPOWER, AUTOMATION AND TRAINING. *Automation and Some Implications for the Handicapped; Summaries of Reading Materials and Training Projects.* Washington, GPO, 1964. Pp. 54.

10. WORLD FEDERATION OF OCCUPATIONAL THERAPISTS. *Study Course 1[-6]. Third International Congress, World Federation of Occupational Therapists, 1962.* Dubuque, Iowa, W. C. Brown Book Co. [1964]. 6 volumes.

"Courses were sponsored by the American Occupational Therapy Association." Contents: 1. Rehabilitation of the injured workman. 2. Transitional programs in psychiatric occupational therapy. 3. Dynamic living for the long term patient. 4. Approaches to independent living. 5. Work adjustment as a function of occupational therapy. 6. Approaches to the treatment of patients with neuromuscular dysfunction.

Dropouts

11. NEW YORK (STATE). UNIVERSITY. BUREAU OF GUIDANCE. *How High Schools can Reduce Their Dropout Rate; an Action Guide.* Albany, 1964. Pp. 22.

This pamphlet, prepared for New York State school teachers, suggests some procedures that a teacher might follow to persuade potential dropouts to remain in school.

12. SCHREIBER, DANIEL. *Holding Power, Large City School Systems; a Study of the Holding Power Rates of School Systems in 128 Large Cities, Population over 90,000, Based on the Graduating Classes of 1960-1963, Inclusive. Project: School Dropouts.* Washington, National Education Association [c1964]. Pp. 78.

Information based on a questionnaire survey, gives selected statistics of pupil enrollment, number of graduates, percentage of students graduating based on Grade 10 enrollment, and other data. "Holding power" is indicated by noting the number of pupils who entered Grade 10 in a given year and the number who graduated three years later.

Economic Conditions

13. ORGANIZATION FOR ECONOMIC COOPERATION AND DEVELOPMENT. *Economic Surveys: Denmark.* [February 1965. Paris, 1965]. Pp. 31.

Review of the main economic trends and economic policy.

14. ORGANIZATION FOR ECONOMIC COOPERATION AND DEVELOPMENT. *Economic Surveys: Germany.* [December 1964. Paris, 1964?]. Pp. 38.

Examines Germany's balance of payments experience in 1960-61 and 1963-64.

15. ORGANIZATION FOR ECONOMIC COOPERATION AND DEVELOPMENT. *Economic Surveys: Iceland.* [November 1964. Paris, 1964]. Pp. 28.

Review of current trends in output and demand, prices and wages, and balance of payments and a brief examination of incomes policy, monetary policy and fiscal policy.

16. ORGANIZATION FOR ECONOMIC COOPERATION AND DEVELOPMENT. *Economic Surveys: Switzerland.* [February 1965. Paris, 1965]. Pp. 33.

Reviews recent trends in output and demand, prices and wages, and the balance of payments; discusses policy measures adopted by the Swiss government; and discusses the adequacy of these policies.

17. UNITED NATIONS. DEPARTMENT OF ECONOMIC AND SOCIAL AFFAIRS. *Studies in Long-term Economic Projections for the World Economy; Aggregative Models.* New York, 1964. Pp. 90.

Contents: Pt. 1. Studies by consultants submitted to the Committee of Experts on Long-term Economic Projections (1962). Pt. 2. Study by the Economic Projections and Programming Centre of the Bureau of General Economic Research and Policies.

Education

18. COMMONWEALTH EDUCATION CONFERENCE. 3rd, Ottawa, 1964. *Report.* London, HMSO, 1964. Pp. 107.

At head of title: Department of Education and Science. The Conference was held in Ottawa from August 21 to September 4, 1964. Its purpose was to review the progress in co-operation in education made since the previous conferences, to determine improvements in co-operation in the light of experience gained, and to consider specific proposals for educational co-operation in other fields.

19. JOHNSON, GEORGE ORVILLE. *Education for the Slow Learners.* Englewoods Cliffs, N.J., Prentice-Hall, 1963. Pp. 330.

20. SEMINAR ON POLICY FOR SCHOOL SCIENCE, ISTANBUL, 1961. *Science and Education for the Future; Policy for School Science. Report on the Seminar organised by the Office for Scientific and Technical Personnel of O.E.E.C., Istanbul, 1961.* Project STP-13. [Paris] Organization for Economic Cooperation and Development [1962?]. Pp. 93.

21. U.S. PRESIDENT'S SCIENCE ADVISORY COMMITTEE. PANEL ON EDUCATIONAL RESEARCH AND DEVELOPMENT. *Innovation and Experiment in Education; a Progress Report . . . to the U.S. Commissioner of Education, the Director of the National Science Foundation, and the Special Assistant to the President for Science and Technology.* Washington, GPO, 1964. Pp. 79.

Education, Vocational

22. U.S. OFFICE OF EDUCATION. DIVISION OF VOCATIONAL AND TECHNICAL EDUCATION. *Chemical Technology; a Suggested 2-year Post High School Curriculum.* Washington, GPO, 1964. Pp. 119.

23. U.S. OFFICE OF EDUCATION. DIVISION OF VOCATIONAL AND TECHNICAL EDUCATION. *Electronic Business Data Processing Peripheral Equipment Occupations; Suggested Curricula.* Washington, GPO, 1964. Pp. 113.

At head of title: Manpower development and training program. "Developed and first published, pursuant to a contract with the U.S. Office of Education, by McGraw-Hill, Inc. Reissued with revisions by the Office of Education."

24. U.S. OFFICE OF EDUCATION. DIVISION OF VOCATIONAL AND TECHNICAL EDUCATION. *Family Dinner Service Specialist; a Suggested Training Program.* Washington, GPO, 1964. Pp. 13.

At head of title: Manpower development and training program.

25. U.S. OFFICE OF EDUCATION. DIVISION OF VOCATIONAL AND TECHNICAL EDUCATION. *The Forestry Aide; A Suggested Training Program.* Washington, GPO, 1964. Pp. 21.

At head of title: Manpower development and training program.

26. U.S. OFFICE OF EDUCATION. DIVISION OF VOCATIONAL EDUCATION. *Instruction in Farm Mechanics; Suggestions for Developing Training Programs in Farm Mechanics in Vocational Agriculture,* by A. H. Hollenberg and E. J. Johnson. [Rev. ed. Washington, GPO, 1964]. Pp. 128.

27. WILLIAMS, H. S. *Technical Education in Australia; Collected Papers.* Perth, Technical Publications Trust [n.d., 1964?]. Pp. 88.

The author is Director of Technical Education in Western Australia.

Employees—Training

28. INDUSTRIAL WELFARE SOCIETY. *Training your Supervisors.* London, 1963. Pp. 21.

29. KING, S. DAVID M. *Training within the Organization; a Study of Company Policy and Procedures for the Systematic Training of Operators and Supervisors.* London, Tavistock Publications, 1964. Pp. 274.

A management consultant discusses case studies concerning the establishment of systematic training schemes for workers in factories and suggests procedures for establishing a company training policy.

30. U.S. OFFICE OF MANPOWER, AUTOMATION AND TRAINING. *MDTA Training Program; Comparison of 1963 and 1964.* Washington, GPO, 1964. Pp. 12.

"Compares institutional training programs under the Manpower Development and Training Act for fiscal year 1964 with those for fiscal year 1963, and evaluates program changes and developments."

31. VIRGINIA. STATE COLLEGE, PETERSBURGH. NORFOLK DIVISION. *Training the Hard-Core Unemployed: a Demonstration-Research Project at Virginia State College, Norfolk Division; an Interim Report.* Washington, GPO, 1964. Pp. 101.

". . . The material in this publication was prepared under a contract with the United States Office of Education, as authorized under the Cooperative Research Program." The experimental training program for the hard-core unemployed described in this book, commenced operation on October 1, 1962 and was designed "(1) to study, develop, and use materials and techniques for training hard-core unemployed, unskilled workers, and (2) to demonstrate the effectiveness of vocational-technical education, general education, and counseling in training these workers for selected occupations."

International Labour Organization

32. GREAT BRITAIN. MINISTRY OF LABOUR. *International Labour Conference. Proposed Action by H.M. Government in the United Kingdom of Great Britain and Northern Ireland on a Convention and Two Recommendations adopted at the 47th (1963) Session and on an Instrument of Amendment to the Constitution of the International Labour Organisation adopted at the 48th (1964) Session of the International Labour Conference.* London, HMSO, 1964. Pp. 11.

33. INTERNATIONAL LABOUR ORGANIZATION. *Constitution of the International Labour Organization and Standing Orders of the International Labour Conference.* 1963 ed. Geneva, International Labour Office, 1963. Pp. 82. English and French on opposite pages. Paged in duplicate.

Management

34. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Top Executive Compensation,* by Harland Fox. New York, 1964. Pp. 77.

". . . An analysis of the 1963 compensation of the three highest-paid executives in each of 1,224 corporations. For each business and industry studied, the 1963 total compensation (salary plus bonus award) of each of the three top-paid executives is related to company size. In addition, the 1963 bonus award is analyzed . . ."

35. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Top Management Organization in Divisionalized Companies,* by Harold Stieglitz and Allen R. Janger. New York, 1965. Pp. 198.

Divisionalization occurs when a large business is broken up with separate smaller ones. Each division is considered as a distinct business capable of producing its own goods or services that its customers will buy. Contents: The divisionalized company. General executives. Operating executives. Staff executives. Position guides for top management. Executive titles and unit designations in 76 divisionalized companies.

36. WINGATE, JOHN W. *Management Audit for Small Retailers.* Washington, GPO, 1964. Pp. 51.

Contains a series of questions that a small retailer can ask himself (along with comments) to help him determine if he is running his business well and to point out areas where he might do better.

Occupations

37. HOPPOCK, ROBERT. *Occupational Information: Where to Get it and How to Use it in Counseling and in Teaching.* [2nd ed.] New York, McGraw-Hill, 1963. Pp. 546.

Intended as a textbook for use in the education of counselors and others.

38. WALKER, JAMES FRANCIS. *Foreign Jobs; the truth about Job Opportunities by a Noted Specialist in the Field.* [1st ed.] New York, Vantage Press, 1964. Pp. 137.

The author, head of a private employment agency specializing in the overseas employment field, writes about the advantages and disadvantages of foreign employment.

Wages and Hours

39. ILLINOIS. BUREAU OF EMPLOYMENT SECURITY. *Estimates of Employment, Hours, and Earnings in the Nonagricultural Establishments, Chicago Standard Metropolitan Statistical Area . . . 1952-1963.* Chicago, Illinois Department of Labor, 1964. Pp. 33, 12.

40. U.S. BUREAU OF LABOR STATISTICS. *Industry Wage Survey; Communications, 1963.* Washington, GPO, 1964. Pp. 16.

41. WEINTRAUB, SIDNEY. *Some Aspects of Wage Theory and Policy.* [1st ed.] Philadelphia, Chilton Brooks [1963]. Pp. 254.

Contents: Wages and consumption outlay. A model of the price level. The constancy in the wage share. Wage share and capital ratio estimates. A decade of wage inflation. Toward a national wage policy. Real versus price theories of distribution.

Miscellaneous

42. ANDREWS, KENNETH RICHMOND, Ed. *The Case Method of Teaching Human Relations and Administration; an Interim Statement.* Cambridge, Harvard University Press, 1960 [c1951] Pp. 271.

". . . A collection of papers by those who teach and do research in human relations at the Harvard Business School."

43. CANADA. UNEMPLOYMENT INSURANCE COMMISSION. *Employer's Handbook on Unemployment Insurance.* 18th ed. Ottawa, Queen's Printer, 1965. Pp. 46.

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Contents: The sentence and its parts. Punctuation. Spelling. Words: symbols for ideas. Paragraphs for understanding. Good usage. Oral communication. Listening and mass media. Reading for information and pleasure.

LABOUR STATISTICS

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A—Labour Force

TABLE A-1—REGIONAL DISTRIBUTION, WEEK ENDED JULY 24, 1965

(estimates in thousands)

—	Canada	Atlantic	Quebec	Ontario	Prairies	British Columbia
The Labour Force	7,495	654	2,101	2,734	1,299	707
Men	5,353	479	1,536	1,910	933	495
Women	2,142	175	565	824	366	212
14–19 years	1,060	106	312	356	192	94
20–24 years	983	100	327	316	156	84
25–44 years	3,107	238	887	1,169	522	291
45–64 years	2,128	190	527	804	388	219
65 years and over	217	20	48	89	41	19
Employed	7,251	624	2,003	2,669	1,274	681
Men	5,171	455	1,459	1,864	914	479
Women	2,080	169	544	805	360	202
Agriculture	706	42	146	179	307	32
Non-agriculture	6,545	582	1,857	2,490	967	649
Paid workers	6,078	527	1,707	2,332	912	600
Men	4,232	375	1,227	1,594	619	417
Women	1,846	152	480	738	293	183
Unemployed	244	30	98	65	25	26
Men	182	24	77	46	19	16
Women	62	*	21	19	*	10
Persons not in labour force	5,651	616	1,705	1,884	913	533
Men	1,162	152	339	363	187	121
Women	4,489	464	1,366	1,521	726	412

*Less than 10,000.

TABLE A-2 – AGE, SEX AND MARITAL STATUS, WEEK ENDED JULY 24, 1965, CANADA

(estimates in thousands)

—	Total	14–19 years all persons	20–64 years				65 years and over all persons
			Men		Women		
			Married	Other	Married	Other	
Population 14 years of age and over[1]	13,146	2,145	3,757	996	3,885	942	1,421
Labour Force	7,495	1,060	3,636	901	1,022	659	217
Employed	7,251	968	3,567	853	1,008	646	209
Unemployed	244	92	69	48	14	13	*
Not in the labour force	5,651	1,085	121	95	2,863	283	1,204
Participation rate[2]							
1965, July 24	57.0	49.4	96.8	90.5	26.3	70.0	15.3
June 19	55.7	37.8	97.0	89.8	27.7	70.9	15.9
Unemployment rate[3]							
1965, July 24	3.3	8.7	1.9	5.3	1.4	2.0	*
June 19	3.5	12.4	1.9	5.6	1.4	1.9	*

[1] Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.

[2] The Labour Force as a percentage of the population 14 years of age and over.

[3] The unemployed as a percentage of the labour force.

* Less than 10,000.

TABLE A-3—UNEMPLOYED, WEEK ENDED JULY 24, 1965

(estimates in thousands)

—	July 1965	June 1965	July 1964[1]
Total unemployed	244	257	265
On temporary layoff up to 30 days	13	16	16
Without work and seeking work	231	241	249
Seeking full-time work	208	222	227
Seeking part-time work	23	19	22
Seeking under 1 month	87	111	97
Seeking 1–3 months	81	64	86
Seeking 4–6 months	30	30	26
Seeking more than 6 months	33	36	40

[1] Due to the introduction of revised weighting factors in March 1965, small adjustments have been made to estimates published before that time. See D.B.S. report "The Labour Force, March 1965", page 8.

B—Labour Income

TABLE B-1—ESTIMATES OF LABOUR INCOME, BY INDUSTRY

NOTE: Monthly and quarterly figures may not add to annual totals because of rounding.

($ Millions)

SOURCE: *Dominion Bureau of Statistics*

Year and Month	Monthly Totals			Quarterly Totals[1]						
	Mining	Manufacturing	Transportation, Storage and Communication[2]	Forestry	Construction	Public utilities	Trade	Finance Services (including Government)	Supplementary Labour income	Totals[3]
1960—Total	563	5,246	1,809	323	1,214	343	2,640	5,100	794	18,245
1961—Total	542	5,306	1,862	283	1,252	357	2,740	5,616	820	18,996
1962—Total	559	5,699	1,909	300	1,357	378	2,881	6,080	843	20,233
1963—Total	572	6,045	2,008	308	1,419	397	3,089	6,601	872	21,546
1964—Total	600	6,579	2,129	344	1,584	421	3,358	7,247	910	23,416
1964—										
May	49.1	547.4	175.5	74.1	381.2	104.6	827.2	1,817.5	226.1	1,940.3
June	51.2	557.7	179.8							1,994.5
July	52.4	546.0	182.5							1,981.2
August	50.1	567.2	185.5	104.0	461.9	109.1	850.9	1,826.1	230.5	2,016.6
September	50.1	575.6	188.8							2,072.1
October	51.5	565.4	185.7							2,051.8
November	51.7	565.9	181.3	96.4	426.8	108.4	887.2	1,876.5	232.6	2,033.6
December	51.4	551.5	178.4							1,978.6
1965—										
January	52.4	566.1	181.9							1,991.0
February	53.3	564.4	180.4	77.5	374.3	107.6	869.0	1,907.1	233.7	1,997.8
March	54.2	583.2	178.7							2,035.1
April*	53.1	587.3	185.1							2,070.6
May†	55.4	601.0	191.1	27.6	155.6	37.6	305.4	668.8	80.0	2,144.3
Seasonally Adjusted										
1960—Total	563	5,246	1,809	323	1,214	343	2,640	5,100	794	18,245
1961—Total	542	5,306	1,862	283	1,252	357	2,740	5,616	820	18,996
1962—Total	559	5,699	1,909	300	1,357	378	2,881	6,080	843	20,233
1963—Total	572	6,045	2,008	308	1,419	397	3,089	6,601	872	21,546
1964—Total	600	6,579	2,129	344	1,584	421	3,358	7,247	910	23,416
1964—										
May	49.4	541.9	174.9	86.7	382.3	104.1	829.0	1,787.9	226.1	1,925.9
June	50.0	544.9	175.4							1,934.5
July	50.3	549.7	177.1							1,955.4
August	49.8	558.0	177.3	90.4	390.3	106.3	850.3	1,841.8	228.9	1,972.3
September	49.8	561.7	183.8							1,998.6
October	51.0	557.7	182.2							1,999.5
November	51.5	564.0	179.8	85.1	422.4	108.4	866.4	1,873.9	230.9	2,014.0
December	51.8	563.3	183.7							2,020.2
1965—										
January	53.0	578.5	185.9							2,063.0
February	53.8	575.3	187.3	91.4	462.6	111.1	889.9	1,925.8	237.2	2,077.1
March	55.0	591.5	187.7							2,109.6
April*	55.1	592.6	189.4							2,121.4
May†	56.0	595.0	190.8	32.7	151.5	37.5	306.6	657.4	80.0	2,128.4

(1)Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals. Beginning with May 1965, figures in the six columns under "Quarterly Totals" will be published monthly.

(2)Includes post office wages and salaries.

(3)Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown.

*Revised.

†Preliminary.

C—Employment, Hours and Earnings

Tables C-1 to C3 are based on reports from employers having 15 or more employees; at April employers in the principal non-agricultural industries reported a total employment of 3,156,545. Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage earners for whom statistics or hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners in the reporting firms.

TABLE C-1—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

SOURCE: *Employment and Payrolls*, DBS

Year and Month	Industrial Composite[1]			Manufacturing		
	Index Numbers (1949-100)		Average Weekly Wages and Salaries	Index Numbers (1949-100)		Average Weekly Wages and Salaries
	Employment	Average Weekly Wages and Salaries		Employment	Average Weekly Wages and Salaries	
Averages						
1960	118.7	176.5	75.83	109.5	177.8	78.19
1961	118.1	182.0	78.17	109.9	183.6	80.73
1962	121.5	187.6	80.59	113.3	189.2	83.17
1963	124.6	194.2	83.43	116.4	196.1	86.24
1964	130.4	201.8	86.68	121.9	204.1	89.73
1964—						
April	124.6	201.0	86.33	118.6	203.9	89.66
May	129.1	202.0	86.80	121.4	204.8	90.05
June	133.4	201.6	86.62	124.2	204.1	89.73
July	134.0	202.0	86.76	122.6	202.7	89.11
August	136.4	203.0	87.19	126.4	203.9	89.65
September	136.2	204.8	88.00	126.3	207.0	91.01
October	134.7	205.9	88.47	123.6	207.3	91.15
November	134.7	204.7	87.94	124.4	206.8	90.91
December	131.2	199.1	85.53	121.9	201.6	88.66
1965—						
January	129.4	207.7	89.21	122.5	201.3	92.46
February	129.5	207.9	89.30	122.6	209.4	92.07
March*	130.9	210.0	90.22	124.3	214.0	94.10
April†	131.8	210.7	90.53	124.4	214.2	94.20

[1]Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

*Revised.

†Preliminary.

TABLE C-2—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949=100) (The latest figures are subject to revision)

SOURCE: *Employment and Payrolls*, DBS

Area	Employment Index Numbers			Average Weekly Wages and Salaries		
	April 1965	March 1965	April 1964	April 1965	March 1965	April 1964
Provinces				$	$	$
Atlantic Region	105.8	106.8	100.8	75.60	76.51	72.29
Newfoundland	135.1	131.1	127.8	81.43	81.06	78.98
Prince Edward Island	122.3	115.6	118.2	64.38	64.14	62.67
Nova Scotia	97.6	98.2	93.0	73.92	75.13	70.41
New Brunswick	101.6	106.1	97.1	74.98	76.49	71.30
Quebec	130.6	129.6	123.9	87.59	87.30	84.23
Ontario	136.6	135.3	129.0	94.39	93.96	89.51
Prairie Region	137.5	137.0	130.7	85.56	85.35	82.06
Manitoba	114.8	113.5	111.3	81.61	81.01	78.62
Saskatchewan	129.7	126.7	125.4	84.04	82.78	80.37
Alberta (including Northwest Territories)	168.4	170.1	156.4	89.37	89.77	85.64
British Columbia (including Yukon)	129.4	127.5	119.6	98.93	98.33	93.95
Canada	**131.8**	**130.9**	**124.6**	**90.53**	**90.22**	**86.33**
Urban areas						
St. John's	153.1	146.9	144.7	67.07	67.73	66.20
Sydney	77.4	76.7	77.0	85.78	87.74	83.31
Halifax	127.3	135.3	123.2	76.47	76.70	72.15
Moncton	111.3	108.2	104.3	69.30	70.37	67.54
Saint John	106.6	118.6	101.8	75.08	77.86	70.88
Chicoutimi—Jonquiere	114.6	111.5	113.4	103.14	102.98	105.56
Quebec	132.9	130.3	126.6	77.40	77.17	73.81
Sherbrooke	119.0	118.3	114.6	77.30	76.98	73.67
Shawinigan	109.4	107.9	103.1	92.84	92.64	92.00
Three Rivers	122.5	119.6	123.3	79.94	78.27	80.63
Drummondville	99.0	98.8	93.3	72.47	72.29	68.91
Montreal	139.8	138.3	132.8	89.58	89.03	85.69
Ottawa—Hull	143.8	142.7	137.8	83.08	83.19	79.64
Kingston	140.2	137.7	132.0	89.76	88.20	86.84
Peterborough	111.2	109.7	104.5	96.46	97.33	93.86
Oshawa	248.3	249.2	226.2	122.23	123.33	106.96
Toronto	152.1	151.4	144.9	93.44	92.84	89.92
Hamilton	131.3	128.8	122.3	99.84	98.46	94.52
St. Catharines	134.3	132.8	122.5	109.48	109.24	101.60
Niagara Falls	109.9	102.6	99.1	93.89	94.41	87.93
Brantford	104.8	104.5	90.4	90.69	90.88	83.93
Guelph	145.8	142.7	130.8	84.25	86.77	80.11
Galt	133.7	132.9	129.4	80.82	81.97	77.42
Kitchener	153.8	153.6	143.5	83.03	82.58	79.76
Sudbury	144.1	143.8	130.5	99.61	100.82	94.48
Timmins	82.7	83.8	84.5	80.63	79.85	77.47
London	150.2	148.4	144.4	85.30	84.21	82.38
Sarnia	134.7	137.3	132.1	113.02	115.59	110.53
Windsor	98.2	91.8	83.7	113.05	114.76	101.10
Sault Ste. Marie	159.2	154.8	151.4	114.73	113.95	104.45
Fort William—Port Arthur	122.2	113.8	110.3	86.79	86.42	84.21
Winnipeg	118.9	116.8	114.0	78.47	77.76	75.81
Regina	154.6	150.8	147.7	82.03	80.95	80.07
Saskatoon	157.4	153.7	144.7	79.02	77.88	74.68
Edmonton	221.6	218.6	207.8	82.88	82.20	79.78
Calgary	201.7	199.3	178.6	88.70	88.56	85.74
Vancouver	132.5	130.3	121.7	96.81	95.91	92.72
Victoria	128.9	127.7	113.3	87.38	85.81	81.57

TABLE C-2a—ESTIMATES OF EMPLOYEES BY INDUSTRY, PROVINCES AND CANADA

Basis: Revised Standard Industrial Classification

Industry	Month and year	Nfld.	P.E.I.	N.S.	N.B.	Qué.	Ont.	Man.	Sask.	Alta.	B.C.	Canada
		in thousands										
Forestry	Apr. 1965[p]	2.7	0.2	1.5	3.6	8.0	7.5	0.5	0.1	2.1	18.0	44.1
	Mar. 1965[r]	2.9	0.1	1.4	3.5	11.0	11.7	1.0	0.2	2.8	18.7	53.3
	Apr. 1964	2.9	0.1	1.3	3.0	5.9	6.7	0.3	0.1	1.9	16.8	38.9
Mines, quarries and oil wells	Apr. 1965[p]	5.5	.....	7.9	2.2	25.3	32.7	5.1	4.2	17.4	8.5	108.7
	Mar. 1965[r]	5.4	.....	7.7	2.2	25.0	32.3	5.1	4.3	20.7	8.5	111.2
	Apr. 1964	4.5	.....	7.8	1.9	23.7	33.4	5.0	3.5	16.5	8.4	104.6
Manufacturing industries	Apr. 1965[p]	10.9	1.7	30.6	22.9	458.0	726.2	47.4	13.6	42.4	109.2	1,462.9
	Mar. 1965[r]	10.2	1.4	29.2	22.5	460.5	721.6	46.7	13.4	44.3	110.4	1,460.2
	Apr. 1964	10.4	1.6	28.4	22.2	447.8	691.4	44.3	12.7	41.2	102.6	1,402.7
Non-durable goods manufacturing	Apr. 1965[p]	8.5	1.3	15.7	13.9	286.6	315.3	26.4	9.0	23.1	40.5	740.4
	Mar. 1965[r]	8.1	1.1	14.7	13.7	288.3	314.1	26.3	8.8	23.7	40.5	739.3
	Apr. 1964	8.1	1.3	15.0	13.2	283.3	313.7	24.6	8.9	23.0	39.0	730.2
Durable goods manufacturing	Apr. 1965[p]	2.4	0.4	14.9	9.1	171.4	410.9	20.9	4.6	19.4	68.7	722.5
	Mar. 1965[r]	2.1	0.4	14.5	8.8	172.2	407.4	20.5	4.6	20.6	69.9	720.9
	Apr. 1964	2.3	0.3	13.4	9.0	164.5	377.7	19.7	3.8	18.2	63.6	672.5
Construction	Apr. 1965[p]	5.2	0.9	10.5	7.8	95.5	121.0	11.3	9.5	24.8	29.5	316.1
	Mar. 1965[r]	4.3	0.8	8.8	6.8	88.3	111.8	10.5	8.8	23.8	28.0	291.9
	Apr. 1964	5.6	0.9	7.8	6.4	92.3	111.0	12.1	9.7	22.9	26.9	295.4
Transportation, communication and other utilities	Apr. 1965[p]	12.9	2.2	20.9	19.0	152.0	194.5	39.1	25.1	46.0	67.5	579.3
	Mar. 1965[r]	12.5	2.1	22.9	22.4	146.2	190.0	38.6	24.4	45.9	67.0	572.1
	Apr. 1964	11.9	2.3	20.5	18.7	145.3	189.9	38.7	25.0	44.6	61.6	558.5
Trade	Apr. 1965[p]	13.6	3.6	26.0	21.4	228.0	348.1	46.2	34.0	67.3	88.5	876.7
	Mar. 1965[r]	13.5	3.5	25.7	21.2	226.9	342.7	45.3	33.1	66.1	86.8	864.7
	Apr. 1964	13.2	3.2	25.6	21.2	215.9	331.8	43.9	32.5	63.5	81.5	832.5
Finance, insurance and real estate	Apr. 1965[p]	1.4	0.5	5.5	4.1	67.5	99.8	11.4	7.0	13.5	20.6	231.3
	Mar. 1965[r]	1.4	0.5	5.4	4.0	67.0	99.8	11.4	7.0	13.5	20.5	230.6
	Apr. 1964	1.3	0.5	5.1	3.8	63.7	94.4	11.1	6.6	13.4	19.2	219.2
Service (commercial sector) [1]	Apr. 1965[p]	4.7	1.6	10.5	7.4	124.7	186.2	23.4	13.8	35.9	51.5	459.5
	Mar. 1965[r]	4.5	1.5	10.3	6.9	122.0	181.8	22.6	13.2	35.8	50.6	449.3
	Apr. 1964	4.1	1.3	9.9	7.0	112.7	173.9	22.0	12.7	31.9	45.6	421.1
Total—Specified industries	Apr. 1965[p]	56.8	10.7	113.4	88.4	1,159.1	1,716.0	184.5	107.2	249.4	393.2	4,078.6
	Mar. 1965[r]	54.7	9.9	111.5	89.6	1,146.9	1,691.6	181.3	104.5	252.9	390.5	4,033.4
	Apr. 1964	53.9	9.9	106.4	84.2	1,107.3	1,632.5	177.4	102.8	235.9	362.6	3,872.9

[1] Includes health services (except hospitals); motion picture and recreational services to business management; personal services (except domestic and miscellaneous services).

[p] Preliminary figures. [r] Revised. NOTE: Estimates may not add to totals due to rounding.

TABLE C-3—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949=100) (The latest figures are subject to revision)

SOURCE: *Employment and Payrolls*, DBS

NOTE: Information for other industries is given in *Employment and Payrolls*

Industry	Employment			Average Weekly Wages and Salaries		
	April 1965	March 1965	April 1964	April 1965	March 1965	April 1964
				$	$	$
Mining	**117.8**	**120.3**	**111.7**	**110.00**	**110.92**	**105.08**
Metal mining	135.7	135.4	127.4	110.27	110.97	105.53
Gold	59.8	60.0	63.5	91.87	89.88	87.12
Other metal	206.2	205.4	186.8	115.22	116.69	111.34
Fuels	80.9	90.7	77.0	114.83	116.76	109.29
Coal	38.1	38.0	37.7	87.18	86.32	79.83
Oil and natural gas	254.5	304.7	236.6	131.63	132.16	128.35
Non-metal	145.1	139.0	142.7	100.96	99.49	96.55
Manufacturing	**124.4**	**124.3**	**118.6**	**94.20**	**94.10**	**89.66**
Durable goods	135.4	135.4	126.1	102.54	102.56	96.56
Non-durable goods	115.3	115.0	112.4	86.02	85.77	83.19
Food and beverages	112.8	110.3	109.3	82.47	82.33	79.61
Meat products	137.6	136.2	131.2	89.78	88.99	86.57
Canned and preserved fruits and vegetables	92.7	88.6	86.1	74.07	75.47	72.15
Grain mill products	91.2	90.1	94.4	89.12	90.02	86.22
Bread and other bakery products	112.8	112.3	110.8	77.22	76.38	74.55
Distilled and malt liquors	93.8	93.2	93.4	113.90	113.79	110.36
Tobacco and tobacco products	81.5	87.9	97.2	92.87	87.07	83.28
Rubber products	120.6	120.3	115.6	94.73	94.47	91.73
Leather products	86.9	89.9	88.7	61.57	63.13	60.08
Boots and shoes (except rubber)	88.9	91.4	92.3	59.45	61.37	57.93
Other leather products	83.3	87.1	82.1	65.68	66.46	64.47
Textile products (except clothing)	92.1	91.7	89.0	74.60	74.52	71.91
Cotton yarn and broad woven goods	76.5	76.5	76.9	70.32	72.09	68.81
Woollen goods	64.4	64.0	66.1	68.24	69.08	65.23
Synthetic textiles and silk	119.3	119.0	106.8	82.64	81.38	79.19
Clothing (textile and fur)	101.1	103.5	98.8	57.31	58.13	55.46
Men's clothing	108.8	110.6	104.3	55.99	56.85	54.04
Women's clothing	112.7	117.2	108.7	58.13	58.95	56.67
Knit goods	78.0	78.9	75.4	58.32	58.55	55.78
Wood products	114.3	116.0	109.8	80.46	80.50	76.96
Saw and planing mills	113.0	116.6	111.2	83.42	83.33	79.56
Furniture	133.2	131.8	122.0	77.32	77.14	73.98
Other wood products	83.0	81.4	78.8	69.56	70.25	67.23
Paper products	133.6	132.2	128.5	106.39	106.36	104.17
Pulp and paper mills	131.8	130.3	128.0	114.12	114.29	112.52
Other paper products	137.8	136.6	129.7	88.93	88.50	84.41
Printing, publishing and allied industries	129.0	129.1	126.8	101.76	101.15	97.44
Iron and steel products	130.0	129.2	119.2	106.19	105.99	100.77
Agricultural implements	85.6	85.2	74.2	113.20	114.12	107.03
Fabricated and structural steel	176.2	171.5	149.6	105.33	105.30	101.38
Hardware and tools	133.6	134.9	124.7	92.66	92.85	89.08
Heating and cooking appliances	108.0	113.9	109.3	89.48	88.87	87.60
Iron castings	117.9	116.5	107.6	104.08	104.55	97.32
Machinery, Industrial machinery	158.4	156.5	141.2	102.33	103.16	98.42
Primary iron and steel	148.7	148.0	139.8	122.32	119.85	113.29
Sheet metal products	126.0	124.2	117.2	102.23	101.51	96.74
Wire and wire products	138.6	137.7	126.8	102.09	103.75	101.50
Transportation equipment	139.0	139.4	127.3	115.62	116.41	105.93
Aircraft and parts	226.3	252.8	250.1	111.97	111.03	106.47
Motor vehicles	171.0	165.3	146.1	137.92	141.14	124.09
Motor vehicle parts and accessories	177.7	171.8	156.9	113.43	114.44	103.11
Railroad and rolling stock equipment	64.2	64.3	57.7	95.60	96.62	91.13
Shipbuilding and repairing	153.3	154.3	136.9	101.88	101.63	92.22
Non-ferrous metal products	132.7	134.3	130.8	104.33	103.45	100.05
Aluminum products	135.8	133.6	145.0	100.87	101.32	96.62
Brass and copper products	106.8	120.1	115.9	99.58	99.18	97.34
Smelting and refining	146.1	145.3	140.4	114.33	112.98	109.42
Electrical apparatus and supplies	169.0	168.4	156.4	98.63	99.03	94.35
Heavy electrical machinery	125.1	124.5	117.9	107.07	106.47	102.05
Telecommunication equipment	290.3	288.9	274.7	94.46	94.46	89.40
Non-metallic mineral products	163.3	159.3	151.1	98.04	97.36	93.19
Clay products	96.0	94.3	88.6	90.12	87.60	84.61
Glass and glass products	189.7	186.3	173.8	98.85	91.65	90.21
Products of petroleum and coal	140.1	141.0	139.7	135.50	131.89	130.64
Petroleum refining and products	143.5	144.3	142.3	136.19	132.55	131.89
Chemical products	144.5	143.4	138.3	108.18	107.32	104.94
Medicinal and pharmaceutical preparations	134.7	135.2	127.5	97.40	96.71	92.82
Acids, alkalis and salts	162.9	162.3	154.9	120.59	119.41	116.98
Miscellaneous manufacturing industries	163.3	162.7	158.7	80.76	81.46	78.92
Construction	**124.9**	**120.2**	**114.4**	**100.42**	**100.28**	**93.62**
Building and general engineering	133.7	126.6	118.3	107.51	108.06	100.18
Highways, bridges and streets	110.3	109.5	108.0	86.17	85.37	81.78
Electric and motor transportation	**156.9**	**155.1**	**147.0**	**94.26**	**93.45**	**90.47**
Service	**195.3**	**191.1**	**175.7**	**64.21**	**63.65**	**61.08**
Hotels and restaurants	162.0	159.8	148.4	47.93	47.67	46.40
Laundries and dry cleaning plants	168.5	165.2	154.3	56.78	55.42	54.30
Industrial composite	**131.8**	**130.9**	**124.6**	**90.53**	**90.22**	**86.33**

TABLE C-4—HOURS AND EARNINGS IN MANUFACTURING, BY PROVINCE

(Hourly Rated Wage-Earners)

SOURCE: *Man-Hours and Hourly Earnings* DBS

NOTE: Information on hours and earnings by cities is obtainable from *Man-Hours and Hourly Earnings*, DBS

(The latest figures are subject to revision)

—	Average Hours Worked			Average Hourly Earnings*		
	April 1965	March 1965	April 1964	April 1965	March 1965	April 1964
				$	$	$
Newfoundland	42.2	40.3	41.8	2.42	2.41	2.34
Nova Scotia	40.8	41.5	41.4	1.82	1.85	1.74
New Brunswick	41.7	42.8	41.6	1.81	1.80	1.72
Quebec	41.6	42.0	41.8	1.86	1.86	1.81
Ontario	41.5	41.6	41.3	2.25	2.24	2.12
Manitoba	40.0	40.2	40.1	1.89	1.88	1.82
Saskatchewan	39.4	38.8	39.3	2.15	2.13	2.09
Alberta (includes Northwest Territories)	40.0	40.0	40.1	2.14	2.11	2.08
British Columbia (includes Yukon Territory)	37.9	38.1	38.0	2.59	2.58	2.43

* Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.

TABLE C-6—EARNINGS AND HOURS OF HOURLY-RATED WAGE EARNERS IN MANUFACTURING

SOURCE: *Man-Hours and Hourly Earnings*, DBS

Period	Hours Worked Per Week	Average Hourly Earnings	Average Weekly Wages	Index Number of Average Weekly Wages (1949=100)	
				Current Dollars	1949 Dollars
		$	$		
Monthly Average 1960	40.4	1.78	71.96	172.4	134.5
Monthly Average 1961	40.6	1.83	74.27	177.9	137.7
Monthly Average 1962	40.7	1.88	76.55	183.4	140.1
Monthly Average 1963	40.8	1.95	79.40	190.2	142.8
Monthly Average 1964	41.0	2.02	82.90	198.6	146.5
Last Pay Period in:					
1964—April	41.1	2.01	82.67	198.3	146.9
May	41.4	2.02	83.55	200.2	147.9
June	41.2	2.02	83.22	199.4	146.4
July	40.9	2.01	82.10	196.7	144.4
August	41.3	2.02	83.31	199.6	147.2
September	41.7	2.03	84.78	203.1	149.8
October	41.6	2.03	84.35	202.1	148.7
November	41.2	2.04	84.04	201.3	147.2
December	38.8	2.08	80.65	193.2	141.1
1965—January	41.0	2.08	85.34	204.5	149.0
February	40.6	2.08	84.48	202.4	147.4
March*	41.3	2.11	87.07	208.6	151.5
April†	41.1	2.12	86.98	208.4	151.0

NOTE: The index of average weekly wages in 1949 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*.

*Revised.

†Preliminary.

TABLE C-5—HOURS AND EARNINGS, BY INDUSTRY

(Hourly-Rated Wage Earners)

SOURCE: *Man-Hours and Hourly Earnings*, DBS

(The latest figures are subject to revision)

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Apr. 1965	Mar. 1965	Apr. 1964	Apr. 1965	Mar. 1965	Apr. 1964	Apr. 1965	Mar. 1965	Apr. 1964
				$	$	$	$	$	$
Mining	**42.2**	**43.1**	**42.0**	**2.39**	**2.39**	**2.29**	**100.96**	**103.03**	**96.05**
Metal mining	42.1	42.8	42.0	2.48	2.46	2.37	104.21	105.24	99.58
Gold	42.9	43.2	43.3	1.97	1.92	1.86	84.73	82.74	80.77
Other metal	41.9	42.8	41.6	2.62	2.61	2.55	109.82	111.72	105.97
Fuels	41.9	44.3	40.3	2.21	2.31	2.12	92.68	102.18	85.21
Coal	43.5	43.4	40.7	1.96	1.95	1.91	85.24	84.37	77.77
Oil and natural gas	38.8	45.3	39.4	2.77	2.73	2.57	107.47	123.53	101.39
Non-metal (d)	43.3	42.6	43.3	2.21	2.20	2.13	95.62	93.87	92.21
Manufacturing	**41.1**	**41.3**	**41.1**	**2.12**	**2.11**	**2.01**	**86.98**	**87.07**	**82.75**
Durable goods	42.0	42.2	41.7	2.30	2.29	2.17	96.45	96.75	90.69
Non-durable goods	40.2	40.4	40.6	1.92	1.90	1.85	77.04	76.89	74.86
Food and beverages	40.4	40.4	40.5	1.85	1.85	1.78	74.80	74.68	72.04
Meat products	40.1	40.0	40.2	2.11	2.09	2.01	84.65	83.59	81.06
Canned and preserved fruits and vegetables	38.9	39.6	39.7	1.61	1.62	1.55	62.83	64.26	61.47
Grain mill products	41.8	42.1	41.8	1.99	2.00	1.93	83.23	84.35	80.67
Bread and other bakery products	40.5	40.5	40.5	1.76	1.75	1.70	71.27	70.74	68.67
Distilled liquors	40.5	40.0	40.7	2.44	2.44	2.35	99.05	97.50	95.55
Malt liquors	39.8	39.5	38.8	2.59	2.59	2.56	103.23	102.43	99.44
Tobacco and tobacco products	37.5	36.6	38.8	2.31	2.19	1.98	86.64	80.10	76.78
Rubber products	41.5	41.8	41.7	2.12	2.11	2.05	87.92	88.33	85.38
Leather products	38.9	40.4	40.0	1.44	1.43	1.37	55.83	57.88	55.05
Boots and shoes (except rubber)	38.4	40.4	39.6	1.41	1.40	1.33	54.11	56.41	52.88
Other leather products	39.7	40.6	40.9	1.49	1.50	1.46	59.32	60.77	59.53
Textile products (except clothing)	41.7	41.8	42.7	1.61	1.61	1.53	67.22	67.14	65.25
Cotton yarn and broad woven goods	40.0	41.1	42.2	1.64	1.65	1.53	65.73	67.85	64.53
Woollen goods	42.9	43.0	42.9	1.46	1.47	1.41	62.59	63.07	60.32
Synthetic textiles and silk	42.2	41.4	43.3	1.74	1.72	1.65	73.27	71.11	71.63
Clothing (textile and fur)	37.9	38.8	38.5	1.37	1.37	1.31	51.86	53.04	50.29
Men's clothing	37.9	38.9	38.3	1.35	1.35	1.30	51.15	52.31	49.64
Women's clothing	36.3	36.9	36.6	1.47	1.48	1.40	53.21	54.45	51.47
Knit goods	41.3	41.9	41.6	1.28	1.27	1.22	52.67	53.24	50.78
*Wood products	41.2	41.4	41.4	1.85	1.84	1.76	76.03	76.31	73.10
Saw and planing mills	40.4	40.7	41.8	1.97	1.97	1.89	79.67	80.01	76.99
Furniture	42.7	42.9	42.6	1.69	1.68	1.59	72.02	71.84	67.88
Other wood products	41.6	42.1	42.6	1.53	1.53	1.44	63.90	64.32	61.30
Paper products	41.5	41.5	41.8	2.40	2.40	2.35	99.73	99.61	98.19
Pulp and paper mills	41.5	41.6	42.1	2.59	2.59	2.53	107.33	107.45	106.32
Other paper products	41.4	41.4	41.1	1.96	1.94	1.87	80.94	80.24	76.77
Printing, publishing and allied industries	39.2	39.3	38.7	2.57	2.55	2.48	100.94	100.11	96.15
*Iron and steel products	42.1	42.1	41.7	2.41	2.40	2.30	101.57	101.16	95.85
Agricultural implements	41.6	42.0	41.4	2.58	2.59	2.42	107.18	108.95	100.24
Fabricated and structural steel	42.1	41.8	41.2	2.30	2.31	2.24	96.83	96.65	92.28
Hardware and tools	42.8	43.2	43.6	2.02	2.00	1.91	86.23	86.64	83.26
Heating and cooking appliances	40.8	40.2	41.0	2.01	2.02	1.98	81.85	81.14	81.39
Iron castings	43.0	43.2	42.6	2.36	2.36	2.22	101.49	101.87	94.43
Machinery, industrial	42.9	43.0	42.9	2.27	2.26	2.17	97.44	97.17	93.00
Primary iron and steel	41.6	41.1	40.4	2.84	2.81	2.68	118.17	115.30	108.44
Sheet metal products	41.7	41.3	41.0	2.31	2.32	2.20	96.23	95.80	90.32
Wire and wire products	42.2	43.0	43.2	2.28	2.29	2.26	96.41	98.48	97.59
*Transportation equipment	43.1	43.4	42.4	2.57	2.58	2.38	110.48	112.03	100.69
Aircraft and parts	41.6	41.6	41.7	2.39	2.39	2.31	99.50	99.70	96.28
Motor vehicles	46.3	47.1	44.7	2.87	2.93	2.68	132.76	138.06	119.63
Motor vehicle parts and accessories	43.1	43.6	42.5	2.54	2.55	2.32	109.50	111.36	98.48
Railroad and rolling stock equipment	39.9	40.2	40.5	2.34	2.35	2.21	93.63	94.60	89.25
Shipbuilding and repairing	41.1	41.3	40.8	2.44	2.42	2.21	100.37	99.86	89.93
*Non-ferrous metal products	41.3	41.1	40.9	2.34	2.33	2.26	96.82	95.69	92.31
Aluminum products	41.4	41.5	41.6	2.09	2.10	2.06	86.35	87.12	85.61
Brass and copper products	42.7	42.3	42.2	2.17	2.21	2.17	92.52	93.26	91.53
Smelting and refining	41.0	40.5	40.2	2.62	2.60	2.51	107.35	105.44	100.85
*Electrical apparatus and supplies	40.8	41.5	41.0	2.08	2.08	2.00	85.10	86.30	82.19
Heavy electrical machinery and equipment	41.3	41.4	41.5	2.33	2.31	2.25	96.19	95.54	93.22
Telecommunication equipment	39.5	39.8	39.8	1.86	1.88	1.75	73.49	74.67	69.77
*Non-metallic mineral products	42.7	42.5	42.4	2.15	2.14	2.04	91.75	91.02	86.32
Clay products	41.8	41.1	42.4	1.99	1.97	1.83	83.06	81.08	77.50
Glass and glass products	41.2	40.2	41.0	2.16	2.15	2.05	89.03	86.34	84.33
Products of petroleum and coal	42.2	41.1	41.8	2.93	2.84	2.84	123.53	116.76	118.83
Petroleum refining and products	42.2	41.1	41.9	2.96	2.86	2.88	124.60	117.67	120.68
Chemical products	41.1	40.8	41.4	2.28	2.28	2.23	93.80	92.87	92.14
Medicinal and pharmaceutical preparations	39.8	39.5	39.4	1.81	1.80	1.74	71.97	71.08	68.77
Acids, alkalis and salts	40.7	40.4	41.1	2.65	2.63	2.55	107.88	106.30	104.94
Miscellaneous manufacturing industries	40.9	41.5	41.2	1.69	1.68	1.65	68.87	69.74	68.16
Construction	**40.0**	**40.6**	**40.1**	**2.45**	**2.41**	**2.25**	**97.85**	**98.01**	**90.42**
Building and general engineering	40.0	40.6	40.0	2.62	2.60	2.44	104.92	105.44	97.38
Highways, bridges and streets	40.0	40.7	40.4	2.00	1.96	1.85	80.04	79.77	74.81
Electric and motor transportation	**44.2**	**44.0**	**43.8**	**2.13**	**2.11**	**2.06**	**94.03**	**93.01**	**90.25**
Service	**36.5**	**36.4**	**37.1**	**1.27**	**1.26**	**1.20**	**46.16**	**45.73**	**44.58**
Hotels and restaurants	36.0	36.0	36.5	1.22	1.21	1.16	43.83	43.39	42.53
Laundries and dry cleaning plants	40.4	39.1	40.6	1.21	1.19	1.14	48.77	46.74	46.07

*Durable manufactured goods industries.

D—National Employment Service Statistics

Statistics presented in the following tables relate to registrations for employment and vacancies notified by employers at NES offices. These data are derived from reports prepared in National Employment Service offices and processed in the Unemployment Insurance Section, DBS. See also Technical Note, page 199, February 1965 issue.

TABLE D-1—UNFILLED VACANCIES AND REGISTRATIONS ON HAND

SOURCE: National Employment Service, Department of Labour

Period	Unfilled Vacancies*			Registrations on Hand		
	Male	Female	Total	Male	Female	Total
End of:						
July 1960	14,673	12,594	27,267	242,582	128,062	370,644
July 1961	15,880	14,732	30,612	246,016	117,993	364,009
July 1962	22,872	17,895	40,767	224,452	113,407	337,859
July 1963	22,720	19,096	41,816	241,035	122,350	363,385
July 1964	29,445	19,458	48,903	233,564	128,799	362,363
August 1964	30,171	24,058	54,229	197,724	109,554	307,278
September 1964	33,617	23,611	57,228	173,988	104,907	278,895
October 1964	29,159	19,727	48,886	203,340	110,611	313,951
November 1964	38,620	22,704	61,324	254,346	118,294	372,640
December 1964	25,171	14,758	39,929	378,125	130,721	508,846
January 1965	22,509	15,141	37,650	447,847	152,195	600,042
February 1965	23,167	16,364	39,531	453,555	153,426	606,981
March 1965	27,436	19,898	47,334	447,673	149,274	596,947
April 1965	35,094	24,548	59,642	397,193	142,760	539,953
May 1965	38,765	26,560	65,325	277,216	124,123	401,339
June 1965[1]	36,285	24,739	61,024	238,646	144,684	383,330
July 1965[1]	36,995	23,608	60,603	207,721	132,254	339,975

[1] Latest figures subject to revision.

* Current Vacancies only. Deferred Vacancies are excluded.

TABLE D-2—REGISTRATIONS RECEIVED, VACANCIES NOTIFIED AND PLACEMENTS EFFECTED DURING YEAR, 1961-1964, AND DURING MONTH JUNE 1964-JUNE 1965

SOURCE: National Employment Service, Department of Labour.

Year and Month	Registrations Received		Vacancies Notified		Placements Effected	
	Male	Female	Male	Female	Male	Female
1961—Year	3,125,195	1,106,790	836,534	469,119	748,790	371,072
1962—Year	3,177,423	1,171,111	1,010,365	544,795	897,285	438,471
1963—Year	2,912,511	1,130,539	938,052	507,910	790,381	387,728
1964—Year	2,894,099	1,170,889	1,030,199	530,575	845,696	395,380
1964—June	234,674	109,636	87,592	47,201	74,485	34,649
1964—July	237,632	111,717	97,585	53,022	81,610	42,217
August	198,847	97,928	86,901	56,448	69,893	41,514
September	209,609	107,109	108,719	55,219	90,230	43,051
October	228,509	99,357	88,832	41,509	72,982	30,636
November	277,052	104,803	109,323	45,645	82,945	30,749
December	341,413	103,065	77,455	41,458	76,480	40,686
1965—January	272,107	100,622	65,179	34,426	53,989	23,938
February	207,415	79,029	62,727	32,744	49,152	22,308
March	236,435	87,317	81,598	41,971	62,519	27,678
April	212,743	84,512	89,202	42,378	67,731	26,976
May	191,819	86,629	103,280	47,189	81,804	32,057
June[1]	227,386	112,387	96,397	48,555	79,344	34,544

[1] Preliminary.

TABLE D-3—PLACEMENTS EFFECTED, BY INDUSTRY AND BY SEX, DURING JUNE 1965[1]

SOURCE: National Employment Service, Department of Labour.

Industry Group	Male	Female	Total	Change from June, 1964
Agriculture, Fishing, Trapping	**8,406**	**4,225**	**12,631**	**− 1,457**
Forestry	**3,778**	**44**	**3,822**	**− 472**
Mining, Quarrying and Oil Wells	**1,384**	**75**	**1,459**	**+ 303**
Metal Mining	686	17	703	+ 134
Fuels	188	34	222	+ 71
Non-Metal Mining	209	3	212	− 14
Quarrying, Clay and Sand Pits	182	1	183	+ 73
Prospecting	119	20	139	+ 39
Manufacturing	**18,999**	**7,849**	**26,839**	**+ 2,265**
Foods and Beverages	2,253	1,753	4,006	+ 353
Tobacco and Tobacco Products	23	20	43	− 25
Rubber Products	170	93	263	+ 53
Leather Products	307	255	562	− 103
Textile Products (except clothing)	743	405	1,148	+ 137
Clothing (textile and fur)	503	1,572	2,075	− 228
Wood Products	2,803	272	3,075	+ 417
Paper Products	1,477	319	1,796	+ 37
Printing, Publishing and Allied Industries	819	582	1,401	+ 305
Iron and Steel Products	3,710	513	4,223	+ 651
Transportation Equipment	2,290	296	2,586	− 153
Non-Ferrous Metal Products	661	200	861	+ 25
Electrical Apparatus and Supplies	751	647	1,398	+ 176
Non-Metallic Mineral Products	876	102	978	+ 231
Products of Petroleum and Coal	76	14	90	+ 28
Chemical Products	849	337	1,186	+ 268
Miscellaneous Manufacturing Industries	679	469	1,148	+ 93
Construction	**14,461**	**263**	**14,724**	**+ 2,079**
General Contractors	9,735	169	9,904	+ 1,406
Special Trade Contractors	4,726	94	4,820	+ 673
Transportation, Storage and Communication	**6,586**	**480**	**7,066**	**+ 81**
Transportation	5,827	239	6,066	− 130
Storage	594	48	642	+ 94
Communication	165	193	358	+ 117
Public Utility Operation	**541**	**70**	**611**	**+ 193**
Trade	**10,053**	**4,840**	**14,893**	**+ 391**
Wholesale	4,720	1,199	5,919	+ 892
Retail	5,333	3,641	8,974	− 501
Finance, Insurance and Real Estate	**797**	**1,468**	**2,265**	**+ 307**
Service	**14,348**	**15,230**	**29,578**	**+ 1,064**
Community or Public Service	1,145	1,631	2,776	+ 165
Government Service	4,824	1,394	6,218	+ 796
Recreation Service	1,012	221	1,233	+ 1
Business Service	1,844	781	2,625	+ 245
Personal Service	5,523	11,203	16,726	− 143
Grand Total	**79,344**	**34,544**	**113,888**	**+ 4,754**

[1]Preliminary.

TABLE D-4—REGISTRATIONS ON HAND, BY OCCUPATION AND BY SEX, AS AT JUNE 30, 1965

SOURCE: National Employment Service, Department of Labour.

Occupational Group	Registrations on Hand		
	Male	Female	Total
Professional & Managerial Workers	**8,589**	**2,640**	**11,229**
Clerical Workers	**20,649**	**54,090**	**74,739**
Sales Workers	**7,783**	**19,214**	**26,997**
Personal & Domestic Service Workers	**29,298**	**26,184**	**55,482**
Seamen	**759**	**10**	**769**
Agriculture, Fishing, Forestry (Ex. log.)	**5,360**	**1,136**	**6,496**
Skilled and Semi-Skilled Workers	**71,752**	**13,950**	**85,702**
Food and kindred products (incl. tobacco)	733	363	1,096
Textiles, clothing, etc.	1,863	8,540	10,403
Lumber and lumber products	6,874	121	6,995
Pulp, paper (incl. printing)	985	397	1,382
Leather and leather products	613	712	1,325
Stone, clay & glass products	138	22	160
Metalworking	6,572	754	7,326
Electrical	1,304	839	2,143
Transportation equipment	399	40	439
Mining	760	—	760
Construction	14,547	21	14,568
Transportation (except seamen)	14,078	76	14,154
Communications & public utility	337	3	340
Trade and service	3,836	1,138	4,974
Other skilled and semi-skilled	12,339	683	13,022
Foremen	1,468	238	1,706
Apprentices	4,906	3	4,909
Unskilled Workers	**94,456**	**27,460**	**121,916**
Food and tobacco	3,522	5,216	8,738
Lumber & lumber products	6,199	429	6,628
Metalworking	2,772	500	3,272
Construction	38,991	1	38,992
Other unskilled workers	42,972	21,314	64,286
GRAND TOTAL	**238,646**	**144,684**	**383,330**

(1)Preliminary—subject to revision.

Settlements in July

(*Continued from page 715*)

Northern Electric, Belleville, Ont.—Northern Electric Empl. Assn. (Ind.): 2-yr. agreement covering 500 empl.—general wage increases of 8¢ an hr. retroactive to Feb. 26, 1965 and 8¢ an hr. eff. Feb. 26, 1966; wage increases of 11¢ an hr. retroactive to Feb. 26, 1965 and 11¢ an hr. eff. Feb. 26, 1966 for skilled trades; 2 wks. vacation after 12 mos. of service (formerly after 14 mos.) and 4 wks. vacation after 25 yrs. of service (formerly after 28 yrs.); employer to pay 50% of health insurance premiums; agreement to expire Feb. 25, 1967.

Northern Electric, Montreal, Que.—Northern Electric Empl. Assn. (Ind.) (Unit No. 2): 3-yr. agreement covering 500 empl.—wage increases ranging from 6¢ to 10¢ an hr. retroactive to Feb. 26, 1965, 6¢ to 10¢ an hr. eff. Feb. 26, 1966 and 6¢ to 10¢ an hr. eff. Feb. 26, 1967; 2 wks. vacation after 12 mos. of service (formerly after 14 mos.) and 4 wks. vacation after 25 yrs. of service (formerly after 28 yrs.); employer to pay 50% of health insurance premiums; agreement to expire Feb. 25, 1968.

Old Sydney Collieries, Sydney Mines, N.S.—Mine Wkrs. (Ind.): 18-mo. agreement covering 1,000 empl.—terms similar to Dominion Coal settlement above; agreement to expire Aug. 1966.

Phillips Cables Ltd., Brockville, Ont.—IUE (AFL-CIO/CLC): 2-yr. agreement covering 550 empl.—settlement pay of $120; general wage increases of 10¢ an hr. eff. July 1965 and 9¢ an hr. eff. Dec. 23, 1965; additional classification adjustments amounting to 5¢ an hr. in first yr. of agreement; 3 wks. vacation after 10 yrs. of service (formerly after 13 yrs.); 4 wks. vacation after 20 yrs. of service in 1966 (at present after 25 yrs.); rate for labourer becomes $1.98 an hr. Dec. 23, 1965; agreement to expire Dec. 22, 1966.

(*Continued on page 776*)

TABLE D-5—REGISTRATIONS ON HAND, BY LOCAL OFFICE AREAS, AT JUNE 30, 1965

Source: National Employment Service, Department of Labour

Office	Registrations on Hand	
	(1) June 30, 1965	Previous Year June 30, 1964
Newfoundland	**8,451**	**10,460**
Corner Brook	2,031	2,271
Grand Falls	877	860
St. John's	5-543	7,329
Prince Edward Island	**1,507**	**1,431**
Charlottetown	811	767
Summerside	696	667
Nova Scotia	**14,204**	**14,726**
Amherst	677	735
Bridgewater	569	618
Halifax	4,499	4,594
Inverness	178	180
Kentville	942	1,020
Liverpool	356	348
New Glasgow	1,717	1,150
Springhill	328	356
Sydney	2,885	3,515
Sydney Mines	569	584
Truro	815	808
Yarmouth	669	818
New Brunswick	**12,078**	**14,139**
Bathurst	1,204	1,528
Campbellton	1,120	1,254
Edmunston	862	872
Fredericton	1,179	1,411
Minto	186	241
Moncton[2]	2,380	3,157
Newcastle	1,122	1,256
Saint John	2,827	2,970
St. Stephen	601	767
Sussex	244	208
Woodstock	353	475
Quebec	**123,190**	**135,830**
Alma	1,469	1,628
Asbestos	305	356
Baie Comeau	783	570
Beauharnois	1,380	1,421
Buckingham	453	533
Causapscal	943	954
Chandler	1,049	1,048
Chicoutimi	1,806	1,953
Cowansville	321	367
Dolbeau	983	1,323
Drummondville	1,854	1,468
Farnham	341	293
Forestville	404	365
Gaspé	686	869
Granby	1,254	1,530
Hull	2,365	2,434
Joliette	3,330	6,920
Jonquière	2,456	2,783
Lachute	393	432
Lac-Megantic	531	540
La Malbaie	1,047	840
La Tuque	709	554
Lévis	2,308	2,603
Louiseville	518	483
Magog	517	435
Maniwaki	484	449
Matane	1,158	775
Mont-Laurier	441	617
Montmagny	736	913
Montréal	45,904	53,590
New Richmond	772	874
Port Alfred	646	556
Québec	11,358	10,382
Rimouski	1,564	1,691
Rivière-du-Loup	1,616	2,166
Roberval	1,214	1,386
Rouyn	2,187	2,273
Ste. Agathe des Monts	333	366
Ste. Anne de Bellevue	773	808
Ste. Thérèse	1,763	1,645
St. Hyacinthe	1,215	1,171
St. Jean	2,129	2,376
St. Jérôme	1,326	1,247
Sept-Iles	1,107	1,240
Shawinigan	2,599	2,921
Quebec—Concluded		
Sherbrooke	3,658	3,853
Sorel	1,317	1,139
Thetford Mines	1,585	1,627
Trois-Rivières	2,859	3,185
Val-d'Or	1,249	1,252
Valleyfield	1,682	1,186
Victoriaville	1,360	1,599
Ville St. Georges	1,950	1,841
Ontario	**134,002**	**130,131**
Arnprior	282	217
Barrie	842	1,029
Belleville	1,807	1,523
Bracebridge	488	302
Brampton	1,469	1,264
Brantford	2,330	1,977
Brockville	371	406
Carleton Place	327	300
Chatham	1,440	2,799
Cobourg	966	932
Collingwood	621	479
Cornwall	2,267	2,525
Elliot Lake	277	321
Fort Erie	406	361
Fort Frances	331	316
Fort William	1,059	1,096
Galt	745	727
Gananoque	214	244
Goderich	274	310
Guelph	1,085	1,154
Hamilton	8,636	8,127
Hawkesbury	309	392
Kapuskasing	662	522
Kenora	525	302
Kingston	1,847	1,935
Kirkland Lake	764	524
Kitchener	1,528	2,110
Leamington	567	668
Lindsay	464	560
Listowel	107	188
London	2,965	3,690
Long Branch	3,337	3,909
Midland	294	262
Napanee	346	312
New Liskeard	465	478
Newmarket	843	858
Niagara Falls	1,954	1,536
North Bay	1,323	1,135
Oakville	1,077	502
Orillia	571	590
Oshawa	4,118	4,563
Ottawa	7,160	4,820
Owen Sound	1,079	1,037
Parry Sound	99	206
Pembroke	1,134	732
Perth	293	350
Peterborough	2,428	2,238
Picton	207	187
Port Arthur	2,191	2,006
Port Colborne	536	516
Prescott	517	554
Renfrew	435	278
St. Catharines	2,858	3,903
St. Thomas	742	792
Sarnia	1,963	2,709
Sault Ste. Marie	3,107	2,019
Simcoe	671	855
Smiths Falls	409	370
Stratford	365	561
Sturgeon Falls	358	372
Sudbury	2,928	3,423
Tillsonburg	330	497
Timmins	1,431	1,356
Toronto	39,172	33,739
Trenton	1,230	822
Walkerton	332	426
Wallaceburg	348	265
Welland	1,905	2,317
Weston	2,750	3,308
Windsor	6,064	7,458
Woodstock	657	570

TABLE D-5—REGISTRATIONS ON HAND, BY LOCAL OFFICE AREAS, AT JUNE 30, 1965

Source: National Employment Service, Department of Labour

Office	Registrations on Hand	
	(1) June 30, 1965	Previous Year June 30, 1964
Manitoba	**14,928**	**18,950**
Brandon	1,096	1,190
Dauphin	541	627
Flin Flon	206	176
Portage la Prairie	703	515
The Pas	204	302
Winnipeg	12,178	16,140
Saskatchewan	**9,998**	**9,598**
Estevan	144	123
Lloydminster	105	135
Moose Jaw	842	935
North Battleford	568	571
Prince Albert	1,103	1,111
Regina	2,486	2,455
Saskatoon	3,057	2,982
Swift Current	473	284
Weyburn	254	201
Yorkton	966	801
Alberta	**19,486**	**23,547**
Blairmore	320	396
Calgary	6,884	7,166
Drumheller	177	218
Edmonton	7,822	11,506
Edson	199	255
Grande Prairie	814	856
Lethbridge	1,464	1,327
Medicine Hat	796	856
Red Deer	1,010	967
British Columbia	**45,486**	**47,744**
Chilliwack	1,447	1,666
Courtenay	486	517
Cranbrook	569	617
Dawson Creek	841	909
Duncan	547	538
Kamloops	1,646	1,756
Kelowna	1,410	1,129
Mission City	779	717
Nanaimo	611	727
Nelson	687	633
New Westminster	6,072	6,120
Penticton	1,391	1,029
Port Alberni	600	1,139
Prince George	1,607	1,881
Prince Rupert	1,086	1,143
Quesnel	488	735
Trail	735	727
Vancouver	19,792	21,573
Vernon	1,360	995
Victoria	2,993	2,749
Whitehorse	339	444
CANADA	**383,330**	**406,559**
Males	238,646	266,490
Females	144,684	140,069

(1) Preliminary.

(2) Includes 58 registrations reported by the Îles-de-la-Madeleine, Que. local office.

Settlements in July

(*Continued from page 774*)

Quebec North Shore Paper & Manicouagan Power Co., Baie Comeau, Que.—Papermakers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC): 3-yr. agreement covering 850 empl.—general wage increases of 15¢ an hr. retroactive to May 1, 1965, 4% (minimum of 10¢ an hr.) eff. Feb. 1, 1966, 10¢ an hr. eff. Nov. 1, 1966 and 3½% (minimum of 10¢ an hr.) eff. Aug. 1, 1967; additional wage increases of 10¢ an hr. upon commencement of continuous operations and 5¢ an hr. additional eff. May 1, 1967; 2 wks. vacation after 3 yrs. of service (at present after 5 yrs.) and 3 wks. vacation after 8 yrs. of service (at present after 10 yrs.) eff. Jan. 1, 1966; 5 wks. vacation after 25 yrs. of service eff. Jan. 1, 1967; pre-retirement vacation plan to provide for 1 to 5 wks. additional vacation after 25 yrs. of service for empl. 60 to 64 years of age eff. Jan. 1, 1968; employer to pay 50% of sickness, disability and life insurance premiums; new provision for jury duty supplement; agreement to expire April 30, 1968.

Saskatoon City, Sask.—Public Empl. (CLC) (inside & outside empl.): 1-yr. agreement covering 500 empl.—wage increases ranging from 3% to 5%; 3 wks. vacation after 3 yrs. of service (formerly after 5 yrs.) and 4 wks. vacation after 20 yrs. of service (formerly after 25 yrs.); agreement to expire Dec. 31, 1965.

Silverwood Dairies, Toronto, Ont.—Retail, Wholesale Empl. (AFL-CIO/CLC): 2-yr. agreement covering 600 empl.—wage increases of $3 a wk. retroactive to April 1, 1965, and $3 a wk. eff. April 1, 1966; 3 wks. vacation after 10 yrs. of service and 4 wks. vacation after 20 yrs. of service; rate for general labourer becomes $92.50 a wk. April 1, 1966; agreement to expire March 31, 1967.

Union Carbide (Metals & Carbon Div.), Welland, Ont.—UE (Ind.): 2-yr. agreement covering 700 empl.—wage increases of 11¢ an hr. eff. July 12, 1965 and 11¢ an hr. eff. April 1, 1966; additional wage increases of 5¢ an hr. eff. July 12, 1965 and April 1, 1966 for skilled trades; 3 wks. vacation after 5 yrs. of service (formerly after 10 yrs.), 4 wks. vacation after 15 yrs. of service (formerly after 25 yrs.) and 5 wks. vacation after 25 yrs. of service; rate for labourer becomes $2.44 an hr. April 1, 1966; agreement to expire April 1, 1967.

E—Unemployment Insurance

Unemployment insurance statistics are concerned with numbers of persons covered by insurance and claimants for benefit at Unemployment Insurance Commission local offices. The data are compiled in the Unemployment Insurance Section, DBS, from information supplied by the UIC. For further information regarding the nature of the data see Technical Note, page 592, June issue.

TABLE E-1—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

End of:	Total	Employed	Claimants
1965—April	4,476,000	4,013,100	462,900
March	4,521,000	3,982,000	539,000
February	4,499,000	3,939,800	559,200
January	4,487,000	3,939,200	547,800
1964—December	4,475,000	3,996,800	478,200
November	4,369,000	4,094,500	274,500
October	4,298,000	4,083,500	214,500
September	4,304,000	4,130,400	173,600
August	4,330,000	4,148,000	182,000
July	4,271,000	4,065,700	205,300
June	4,241,000	4,039,100	201,900
May	4,173,000	3,922,900	250,100
April	4,280,000	3,782,300	497,700

TABLE E-3—INITIAL AND RENEWAL CLAIMS FOR BENEFIT, BY PROVINCE, MAY 1965

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland	3,111	2,707	404	3,900	3,105	795	931
Prince Edward Island	396	304	92	545	460	85	128
Nova Scotia	4,358	3,097	1,261	4,818	3,700	1,118	1,092
New Brunswick	4,042	3,289	753	4,972	3,950	1,022	1,406
Quebec	35,648	24,517	11,131	40,275	31,210	9,065	11,823
Ontario	24,970	18,244	6,726	29,321	21,061	8,260	8,500
Manitoba	3,100	2,456	644	4,072	3,142	930	800
Saskatchewan	1,762	1,492	270	2,636	1,986	650	425
Alberta	4,442	3,488	954	6,441	4,532	1,909	1,351
British Columbia (incl. Yukon Territory)	11,513	8,166	3,347	13,332	9,029	4,303	3,713
Total, Canada, May 1965	93,342	67,760	25,582	110,312	82,175	28,137	30,169
Total, Canada, April 1965	150,836	111,332	39,504	164,611	134,698	29,913	47,139
Total, Canada, May 1964	105,182	73,249	31,933	116,078	88,458	27,620	32,731

* In addition, revised claims received numbered 31,992.

† In addition, 32,709 revised claims were disposed of. Of these, 2,675 were special requests not granted and 1,608 appeals by claimants. There were 7,993 revised claims pending at the end of the month.

TABLE E-2—CLAIMANTS CURRENTLY REPORTING TO LOCAL OFFICES BY NUMBER OF WEEKS ON CLAIM, PROVINCE AND SEX, MAY 31, 1965

(Counted on last working day of the month)

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

Province and Sex	Total claimants	Number of weeks on claim (based on 20 per cent sample)				Total Claimants	
		1–4	5–13	14–26	27 or more*	April 30 1965	May 29 1964
CANADA	229,467	75,265	73,823	56,140	24,239	497,745	250,054
Male	151,162	50,854	52,043	35,261	13,004	380,643	171,311
Female	78,305	24,411	21,780	20,879	11,235	117,102	78,743
Newfoundland	9,140	2,542	2,949	2,993	656	27,229	8,568
Male	7,953	2,221	2,714	2,597	421	25,120	7,289
Female	1,187	321	235	396	235	2,109	1,279
Prince Edward Island	1,206	266	345	478	117	4,624	916
Male	862	201	270	328	63	3,863	639
Female	344	65	75	150	54	761	277
Nova Scotia	11,598	3,531	3,474	3,284	1,309	32,109	13,660
Male	8,750	2,870	2,652	2,415	813	27,105	10,600
Female	2,848	661	822	869	496	5,004	3,060
New Brunswick	11,541	2,759	4,091	3,307	1,384	32,197	11,790
Male	8,715	2,133	3,437	2,415	730	27,073	9,247
Female	2,826	623	654	892	654	5,124	2,543
Quebec	79,378	27,622	27,420	17,504	6,832	158,861	80,794
Male	58,118	20,208	21,582	12,593	3,735	126,956	58,640
Female	21,260	7,414	5,838	4,911	3,097	31,905	22,154
Ontario	62,432	20,381	18,966	15,134	7,951	129,831	70,727
Male	32,960	10,836	10,434	7,518	4,172	87,131	41,287
Female	29,472	9,545	8,532	7,616	3,779	42,700	29,440
Manitoba	10,068	2,169	3,153	3,432	1,314	23,533	11,434
Male	6,140	1,549	1,877	2,043	671	18,226	7,650
Female	3,928	620	1,276	1,389	643	5,307	3,784
Saskatchewan	5,619	1,503	1,418	1,948	750	14,178	5,468
Male	3,389	867	933	1,193	396	10,884	3,522
Female	2,230	636	485	755	354	3,294	1,946
Alberta	13,386	4,467	4,835	2,856	1,228	29,502	17,197
Male	8,892	3,054	3,566	1,630	642	23,428	12,797
Female	4,494	1,413	1,269	1,226	586	6,074	4,400
British Columbia	25,099	10,025	7,172	5,204	2,698	45,681	29,500
Male	15,383	6,915	4,578	2,529	1,361	30,857	19,640
Female	9,716	3,110	2,594	2,675	1,337	14,824	9,860

* The bulk of the cases in this group were on claim from 27–39 weeks.

NOTE: Values less than 50 subject to relatively large sampling variability.

TABLE E-4—BENEFIT PAYMENTS, BY PROVINCE, MAY 1965

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

Province	Weeks Paid*	Amount of Benefit Paid $
Newfoundland	83,416	2,101,273
Prince Edward Island	13,814	306,507
Nova Scotia	77,756	1,723,444
New Brunswick	84,492	1,989,051
Quebec	432,700	10,903,768
Ontario	331,454	7,884,235
Manitoba	56,261	1,366,408
Saskatchewan	35,693	862,293
Alberta	63,115	1,583,391
British Columbia (including Yukon Territory)	118,697	2,939,899
Total, Canada May 1965	1,297,398	31,660,269
Total, Canada, April 1965	1,741,206	43,308,864
Total, Canada, May 1964	1,361,151	33,117,274

* "Weeks paid" represents the total of complete and partial weeks of benefit paid during the month.

F—Prices

TABLE F-1—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

(1949=100)

Calculated by the Dominion Bureau of Statistics

	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
1960—Year	129.0	122.2	132.7	110.9	140.3	154.5	144.3	115.8
1961—Year	129.2	124.0	133.2	112.5	140.6	155.3	146.1	116.3
1962—Year	130.7	126.2	134.8	113.5	140.4	158.3	147.3	117.8
1963—Year	133.0	130.3	136.2	116.3	140.4	162.4	149.3	118.1
1964—Year	135.4	132.4	138.4	119.2	142.0	167.8*	151.8	120.2
1964—July	136.2	135.4	138.7	119.0	141.6	167.3	151.5	120.2
August	136.1	135.1	138.7	118.9	141.4	167.5	151.5	120.2
September	135.6	132.7	138.9	119.4	141.6	167.7	150.9	120.2
October	135.6	131.0	139.2	120.7	141.4	170.0*	151.1	121.4
November	135.9	132.0	139.3	120.9	141.4	170.7*	152.3	121.6
December	136.8	133.2	139.6	121.0	142.7	173.2*	153.5	121.6
1965—January	136.9	132.5	139.8	119.2	146.3	173.3*	154.0	121.6
February	137.2	133.1	140.1	119.5	146.3	173.5*	153.4	121.8
March	137.3	133.3	140.2	120.4	145.6	173.5*	153.4	121.9
April	137.7	133.4	140.3	121.2	145.9	175.0*	153.5	121.9
May	138.0	134.5	140.0	121.0	146.8	175.6	154.6	122.5
June	139.0	137.6	140.6	121.1	147.0	175.4	155.0	122.5
July	139.5	139.0	141.1	121.1	147.0	175.4	154.6	122.5

NOTE: 1960 figures are 1947–48 weighted; figures for 1961 *et seq* are 1957 weighted.

*Revised. Revision based on an adjustment from October 1964 in the prepaid medical care component, resulting from revised weights for group and non-group rates in Quebec and Ontario.

TABLE F-2—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF JUNE 1965

(1949=100)

	All-Items			Food	Housing	Clothing	Transportation	Health and personal care	Recreation and reading	Tobacco and alcohol
	June 1964	May 1965	June 1965							
St. John's, Nfld.(1)	121.0	122.8	123.2	120.7	116.3	116.6	121.3	165.1	149.6	115.9
Halifax	132.2	133.9	135.1	133.9	134.3	131.6	138.9	170.2	171.9	125.9
Saint John	134.8	136.4	137.6	137.9	134.3	128.9	145.3	192.4	156.5	125.7
Montreal	135.2	137.4	138.4	142.1	136.2	113.4	166.7	182.8	159.5	127.1
Ottawa	135.9	137.7	138.5	139.0	137.4	124.6	159.0	182.2	150.7	126.7
Toronto	137.1	139.4	140.8	137.7	141.8	127.7	145.4	173.6	193.0	123.9
Winnipeg	132.4	135.2	135.9	136.7	130.2	126.7	138.6	188.8	143.2	138.3
Saskatoon-Regina	129.8	131.9	132.2	133.8	128.7	133.3	137.0	150.5	150.0	124.4
Edmonton-Calgary	128.1	129.7	130.5	129.0	127.6	129.4	132.4	173.7	145.5	120.6
Vancouver	132.7	134.5	135.2	135.4	134.8	124.0	147.3	157.2	150.8	123.3

N.B. Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

(1)St. John's index on the base June 1951=100.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada as compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the Unemployment Insurance Commission. The first three tables in this section cover strikes and lockouts which amount to ten or more man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series, see page 590, June issue.

TABLE G-1—STRIKES AND LOCKOUTS, 1960-1965

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1960	268	274	49,408	738,700	0.19
1961	272	287	97,959	1,335,080	0.11
1962	290	311	74,332	1,417,900	0.11
1963	318	332	83,428	917,410	0.07
*1964	313	329	100,214	1,572,220	0.13
*1964: June	46	66	15,148	195,680	0.16
July	38	72	18,183	147,710	0.12
August	36	68	11,418	108,200	0.10
September	26	63	9,039	104,010	0.09
October	30	60	10,593	101,580	0.09
November	25	57	15,080	105,590	0.09
December	19	48	33,689	460,260	0.38
*1965: January	24	47	29,768	220,380	0.21
February	24	50	29,596	294,100	0.27
March	31	55	14,262	115,260	0.09
April	36	66	11,612	121,510	0.11
May	28	56	17,018	155,490	0.14
June	85	109	43,310	275,530	0.22

* Preliminary.

TABLE G-2—STRIKES AND LOCKOUTS, JUNE 1965, BY INDUSTRY

(Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Forestry			
Mines	5	2,480	3,340
Manufacturing	53	8,642	143,040
Construction	26	6,273	37,390
Transpn. & utilities	11	8,386	77,140
Trade	11	7,384	14,170
Finance			
Service	3	145	450
Public administration			
All industries	109	43,310	275,530

TABLE G-3—STRIKES AND LOCKOUTS, JUNE 1965, BY JURISDICTION

(Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland			
Prince Edward Island			
Nova Scotia	1	30	60
New Brunswick	1	12	90
Quebec	26	20,687	102,780
Ontario	66	19,156	146,930
Manitoba	2	335	730
Saskatchewan	1	60	120
Alberta			
British Columbia	8	189	1,880
Federal	4	2,841	22,940
All jurisdictions	109	43,310	275,530

TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, JUNE 1965

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			June	Accumulated		
MINES						
Metal						
Quebec Cartier Mining Co., Gagnon, Que.	Steelworkers Loc. 5778 (AFL-CIO/CLC)	150	230	230	June 9 June 10	In sympathy with a member of the union laid off~Return of workers.
Iron Ore Co. of Canada, Schefferville, Que.	Steelworkers Loc. 5567 (AFL-CIO/CLC)	600	600	600	June 17 June 18	Discharge of one employee following disagreement with foreman~Return of workers.
Noranda Mines Ltd., Noranda, Que.	Steelworkers Loc. 4278 (AFL-CIO/CLC)	1,450	1,690	1,690	June 18 June 19	Uncertainty about the provincial pension plan~Return of workers.
Wabush Mines Ltd., Pointe Noire, Que.	Steelworkers Loc. 6254 (AFL-CIO/CLC)	250	500	500	June 23 June 25	Wages~Return of workers.
MANUFACTURING						
Food and Beverages						
Hiram Walker & Sons, Windsor, Ont.	Brewery Workers Loc. 61 (AFL-CIO/CLC)	430	3,010	10,320	May 6 June 10	Wages, statutory holidays, vacations, medical services ~18¢ an hr. increase, improved statutory holidays, vacations and medical services.
St. Lawrence Sugar Refineries Ltd., Montreal, Que.	Bakery Workers Loc. 333 (CLC)	275	3,580	3,580	June 12	Wages, fringe benefits~
Rubber						
Goodyear Tire and Rubber Co., Toronto, Ont.	Rubber Workers, Loc. 232 (AFL-CIO/CLC)	2,100	21,000	21,000	June 14 June 28	Re-scheduling of weekend shifts~Return of workers on the new seven day schedule, pending further negotiation.
Dunlop Canada Ltd., Port Whitby, Ont.	Rubber Workers Loc. 494, 743 (AFL-CIO/CLC)	480	80	80	June 22 June 22	New policy of the shipping department~Return of workers.
Dunlop Canada Ltd., Port Whitby, Ont.	Rubber Workers, Loc. 494, 743 (AFL-CIO/CLC)	480	2,560	2,560	June 23	Wages~
Clothing						
Fur Manufacturers Guild, Montreal and area, Que.	Butcher Workmen (AFL-CIO/CLC)	731	550	550	June 8 June 9	Wages, hours~$6. weekly increase from June 1, 1965, $4. May 1, 1966, $2. May 1, 1967; reduction in weekly hours from 37½ to 35; improved pension and insurance plans.
Wood						
Cochrane Enterprises Ltd., Cochrane, Ont.	Carpenters Loc. 2995 (AFL-CIO/CLC)	113	570	570	June 7 June 14	Wages, hours, fringe benefits, union recognition~20¢ an hr. increase immediately, 10¢ an hr. on anniversary date 5¢ an hr. at 18 mos. plus 15¢ an hr. at 24 mos.; statutory holidays increased from 4 to 7; closed shop and check-off after 30 days.
Paper						
Kimberley-Clark Ltd., St. Catharines, Ont.	Pulp and Paper Mill Workers Loc. 289 (AFL-CIO/CLC)	201	200	200	June 10 June 11	Wages, delay in negotiations ~Return of workers pending conciliation report.
Provincial Paper Ltd., Thorold, Ont.	Pulp and Paper Mill Workers Loc. 290 (AFL-CIO/CLC)	773	4,510	4,510	June 15 June 23	Delay in negotiations~Return of workers pending arbitration procedure.
Ontario Paper Co. Ltd., Thorold South, Ont.	Papermakers Loc. 101 (AFL-CIO/CLC)	991	10,320	10,320	June 15	Delay in negotiations~

TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, JUNE 1965

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			June	Accumulated		
Quebec North Shore Paper, Baie Comeau, Que.	Pulp and Paper Mill Workers Loc. 352 & 375 (AFL-CIO/CLC)	1,100 (330)	8,800	8,800	June 21	Wages~
Printing and Publishing The Star, Telegram and Globe and Mail, Toronto, Ont.	Typographical Union Loc. 91 (AFL-CIO/CLC)	689	15,490	102,730	July 9	Working conditions as affected by computers, job security, union membership of foremen~
Primary Metals Anaconda American Brass, New Toronto, Ont.	Auto Workers Loc. 399 (AFL-CIO/CLC)	1,100	24,200	56,400	Apr. 20	Wages, vacations, statutory holidays~
Canadian Unicast Steel, Sherbrooke, Que.	CNTU-directly chartered	162	3,560	3,560	June 1	Wages, insurance plan, holidays~
Canadian Mouldings, Chatham, Ont.	Teamsters Loc. 880 (Ind.)	100	2,100	2,100	June 2	Delay in negotiations~
Fittings Ltd., Oshawa, Ont.	Steelworkers Loc. 1817 (AFL-CIO/CLC)	500	170	170	June 11 June 14	Wages, welfare program~ Return of workers.
Fittings Ltd., Oshawa, Ont.	Steelworkers Loc. 1817 (AFL-CIO/CLC)	725	3,260	3,260	June 24	Wages, welfare program~
Chromium Mining and Smelting, Melocheville, Que.	Metal Trades Federation (CNTU)	130 (22)	260	260	June 28 June 30	Lack of safety measures~ Return of workers pending further negotiations.
American Standard Products, Toronto, Ont.	Steelworkers Loc. 6299 (AFL-CIO/CLC)	173	350	350	June 3 June 7	Refusal of Company to allow an employee to work without Medical Clearance~Return of workers.
Horton Steel Works Ltd., Fort Erie, Ont.	Steelworkers Loc. 3598 (AFL-CIO/CLC)	210	260	260	June 11 June 14	Alleged slowness in negotiation~Return of workers, referral to conciliation.
Transportation Equipment Canadair, Montreal, Que.	Machinists Loc. 721 (AFL-CIO/CLC)	3,200	12,800	118,400	Apr. 12 June 7	Wages, union security, short term contract~12% wage increase, duration of contract not changed.
Collingwood Shipyards, Collingwood, Ont.	Steelworkers Loc. 6320 (AFL-CIO/CLC)	180	630	630	June 1 June 7	Wages~Return of workers.
McKinnon Industries, St. Catharines, Ont.	Auto Workers Loc. 199 (AFL-CIO/CLC)	750	500	500	June 3 June 3	Disciplinary action against one employee~Return of workers.
Premier Automotive Units Ltd., Stoney Creek, Ont.	I.U.E. Loc. 581 (AFL-CIO/CLC)	130	290	290	June 15 June 18	Disagreement with foreman ~Return of workers.
Smith Bros. Motor Bodies Ltd., Toronto, Ont.	Auto Workers Loc. 303 (AFL-CIO/CLC)	106	580	580	June 23	Wages~
Electrical Products Canadian Admiral Corp., Port Credit, Ont.	I.U.E. Loc. 545 (AFL-CIO/CLC)	485	5,820	5,820	June 15	Wages~
Beatty Bros. Ltd., Fergus, Ont.	Steelworkers Loc. 3769 & 6028 (AFL-CIO/CLC)	748	2,990	2,990	June 25	Wages, hours~
Non-Metallic Mineral Products National Sewer Pipe Ltd., Various locations, Ont.	CLC-directly chartered	154	2,000	2,000	June 14	Wages, hours~
Canadian Johns Manville Ltd., West Hill, Ont.	Chemical Workers Loc. 346 (AFL-CIO/CLC)	525	4,200	4,200	June 21	Wages~
Chemical Products Canadian Industries Ltd., Hamilton, Ont.	Dist. 40 Mine Workers Loc. 13083 (Ind.)	242	80	80	June 1 June 1	Disciplinary action against 12 employees~Return of workers.

TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, JUNE 1965

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			June	Accumulated		
CONSTRUCTION						
Taylor-Woodrow Ltd., and other contractors, Toronto, Ont.	Labourers Loc. 183 (AFL-CIO/CLC)	187 (41)	750	750	June 1 June 7	Wages, administration of welfare fund~10¢ an hr. immediately, 10¢ Nov. 1, 1965, 10¢ May 1, 1966, 5¢ Nov. 1, 1966; welfare plan was dropped.
Poole Construction Ltd., Winnipeg, Man.	Structural Iron Workers Loc. 728 (AFL-CIO/CLC)	220	440	440	June 4 June 7	Objection to non-union subcontractor~Return of workers with confirmation of employment of union workers.
Various construction contractors, (Carleton University) Ottawa, Ont.	Labourers Loc. 527 (AFL-CIO/CLC)	300	2,980	2,980	June 4	Wages, bereavement pay, union security by subcontractors, fringe benefits~
Mannix Construction Co. Ltd., Cowansville, Que.	Various unions	170	980	980	June 7 June 16	Wages, hours~Adjustment in hours, wages to remain unchanged.
Various construction contractors, Windsor and area, Ont.	Lathers Loc. 439 (AFL-CIO/CLC)	32 (223)	900	900	June 8 June 16	Wages~42¢ per hr. increase: 22¢ effective at the time o signing the contract, 20¢ on May 1, 1966.
Toronto Construction Association, Toronto area, Ont.	Various unions	3,976	26,540	26,540	June 11	Wages~
Ottawa Builders Exchange, (Admin. Bldg. Exp. Farm), Ottawa, Ont.	Various unions	200	600	600	June 18 June 23	Sub-contractors clauses, working conditions~Return of workers pending negotiation.
Ottawa Builders Exchange, (Riverside Hospital), Ottawa, Ont.	Various unions	150	300	300	June 22 June 24	Sub-contractor clauses and working conditions~Return of workers pending negotiations.
TRANSPN. & UTILITIES						
Transportation						
Canadian National Express*, Various locations, Ont.	Railway, Transport and General Workers Loc. 185 (CLC)	1,511	4,980	4,980	June 2 June 7	Disciplinary action against 3 motormen~Return of workers, review within ten days of penalties against three Toronto employees.
Montreal Transportation Commission, Montreal and area, Que.	Montreal Transport workers' Union (CNTU)	4,017	40,170	40,170	June 8 June 22	Wages, hours~65¢ per hr. for bus drivers, 48¢ per hr. for maintenance workers, 60¢ per hr. for cashiers, over a 3-yr. contract retroactive to July 11, 1964; from 6-10 paid statutory holidays.
Provincial Transport Co., Montreal area, Que.	Public Service Employees' Federation (CNTU)	868	10,850	10,850	June 12 June 29	Wages, hours, medical and pension plan~Drivers: $15. per week increase, $5. next year, 5½¢ per mile, 5¢ per express package; garage men 38¢ per hr. increase; terminal workers 45¢ per hr. increase.
Storage						
Alberta Wheat Pool, Vancouver, B.C.	Brewery Workers Loc. 333 (AFL-CIO/CLC)	118	3,480	3,480	June 2	Wages, fringe benefits~
National Harbours Board, Montreal, Que.	CNTU-directly chartered	1,142	14,280	14,280	June 13	Replacement of four workers~

TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, JUNE 1965

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			June	Accumulated		
Power, Gas and Water						
Quebec Hydro, Various locations, Que.	Engineers' Syndicate (CNTU)	270	2,700	6,750	May 10 June 15	Classes of engineers to be included in bargaining unit~Recognition of the majority of engineers in the bargaining unit.
Union Gas Co., London and area, Ont.	Gas Workers Loc. 89 (CLC)	115	210	210	June 10 June 16	Employment of non-union inspectors in the engineering department~Return of workers pending negotiations.
The Public Utilities Commission, Oshawa, Ont.	I.B.E.W. Loc. 2028	122	60	60	June 29 June 29	Delay in negotiations~Return of workers.
TRADE						
Steinberg's Ltd., Montreal and area, Que.	Steinberg's Employees' Protective Association (Ind.)	6,900	11,500	11,500	June 7 June 10	Wages, fringe benefits~$6. weekly increase retroactive to Mar. 15, 1965, $5. Mar. 15, 1966, $5 Mar. 15, 1967; company paid insurance plan.
National Grocers Co. Ltd., Various locations, Ont.	Teamsters various locals (Ind.)	194	690	690	June 14 June 23	Wages, delay in negotiation ~Return of workers, pending province-wide negotiations.
Canadian Co-Operative Implements Ltd., Winnipeg, Man.	Steelworkers Loc. 3960 (AFL-CIO/CLC)	115	290	290	June 21 June 23	Delay in negotiations~Return of workers, pending further negotiations.

Figures in parenthesis represent the number of workers indirectly affected.

*Federal jurisdiction.